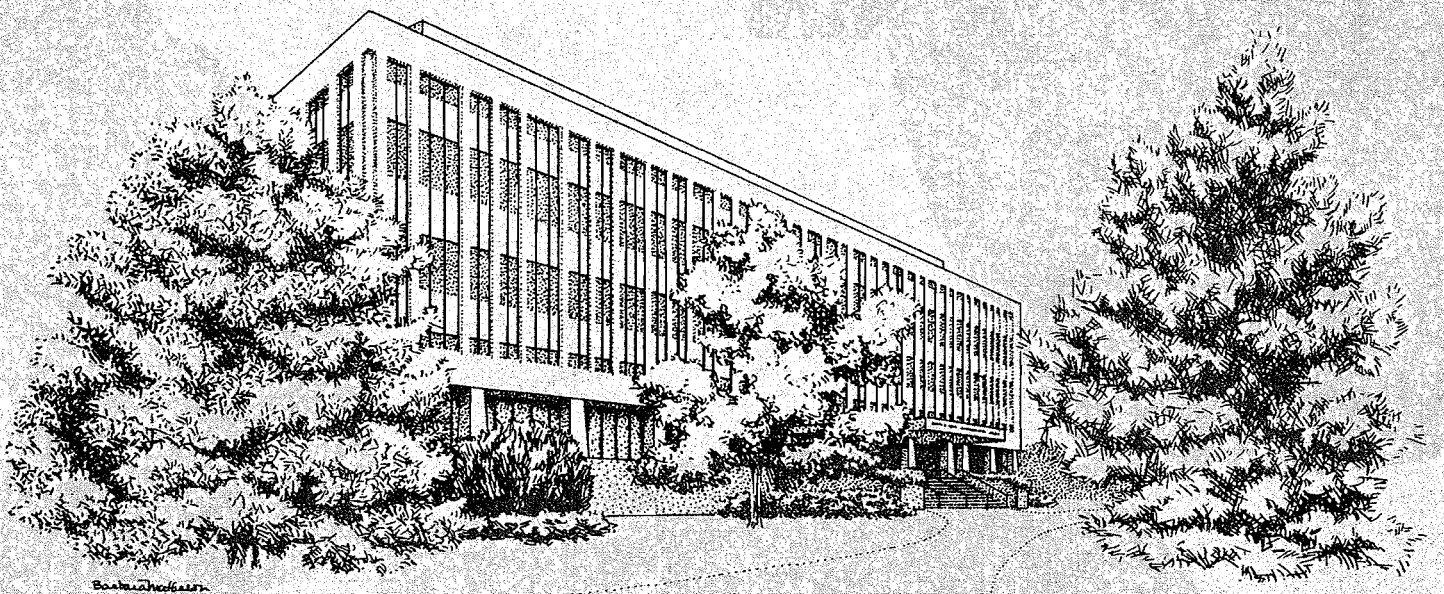


Michigan State University
1990 - 91
Annual Report on

Affirmative
Action
Data Report



ANNUAL REPORT ON AFFIRMATIVE ACTION

for the Period

October 1, 1990 to September 30, 1991

DATA REPORT

Prepared for

MICHIGAN STATE UNIVERSITY

BOARD OF TRUSTEES

Compiled By:


The Department of Human Relations
Ralph W. Bonner, Ph.D
Director

APRIL 1992

MEMORANDUM

DATE: March 5, 1992

TO: Members of the University Community

FROM: John DiBiaggio, President 

SUBJECT: Statement on Equal Opportunity, Nondiscrimination
and Affirmative Action

Michigan State University claims a long-standing and firm commitment to the principles of equal opportunity, nondiscrimination and affirmative action. By charter, Board policy, and mission, Michigan State University is pledged to eliminate all inequity based on such considerations as race, creed, sex, age, national origin, sexual orientation, political persuasion and handicap.

Written proclamations issued by the President and the administration cannot alone eliminate all vestiges of discrimination. Rather, it is through the commitment and effort by the entire MSU community that this goal can be achieved. Nondiscrimination and diversity must become integral parts of the everyday operations and practices at Michigan State University. By working together, students and employees have the ability to make this University a model of integration and diversity where study and work can occur in a comfortable and supportive environment.

To fully prepare our students for a multi-cultural and pluralistic society and world, requires that we create an environment at MSU that respects and advances diversity. A measure of our success in achieving diversity both in spirit and action will be validated by our students when they leave the University to become leaders in the United States and throughout the world.

We must remain dedicated to the ideals of affirmative action and diversity. I trust that every student and employee accepts that these are essential goals which must be achieved. I, therefore, challenge and encourage every member of our community to continue working together in a cooperative spirit on this very important endeavor.

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Michigan State University
1990-91 Affirmative Action Report
to the Board of Trustees

INTRODUCTION

This marks the second year in which the Annual Report on Affirmative Action to the MSU Board of Trustees is divided into two documents: a Descriptive Report, and a Data Report. In addition, the Board will receive under separate cover, a progress report on The MSU IDEA, the University's institutional diversity plan, published in April 1989 by the Office of the Provost.

The Descriptive Report explains progress that has been made and problems that continue to exist in the areas of affirmative action and equal opportunity. A special section of the Descriptive Report discusses new initiatives introduced by academic, support and student units during the year on behalf of equal opportunity groups. This report, the Data Report, utilizing charts, graphs, and tables, illustrates changes in areas for faculty, staff and students as they relate to women, racial minorities, and handicappers.

The implementation of the University's affirmative action program rests with line administrators. Their evaluations include an assessment of their performance in fulfilling affirmative action responsibilities. However, every individual connected with the University has an obligation to support and assist in efforts directed towards achieving this goal.

The Department of Human Relations serves as the principal support unit for enhancing the ability of the University to meet its commitment to affirmative action, equal opportunity, non-discrimination and diversity. A major responsibility of the department involves continuous assessment of policies, practices, and procedures covering the areas of employment, enrollment, publications, and compliance with legal requirements. In addition, the unit evaluates and monitors progress made in achieving the goals of equal opportunity, non-discrimination and diversity in all facets of University life.

The validation of the quality and effectiveness of the university's affirmative action compliance programs is accomplished through review by external agencies as well as by internal monitoring processes.

Various constituent groups regularly evaluate internal monitoring processes to ensure non-discrimination, equal opportunity and affirmative action. This process of review has put into place recommendations for new and creative solutions to problems encountered in the employment areas.

The Asian Pacific American Faculty and Staff Association, the Black Faculty and Administrators Association, Faculty Professional Women's Association, the Hispanic and Native American Faculty and Staff Association, the Minority Advisory Council, the President's Handicapper Advisory Committee, the Women's Advisory Committees to the Provost and to the Vice President for Finance and Operations, and the four minority student associations, represent some of the groups that work with the University to ensure the success of its affirmative action program. All of these volunteer groups provide vital assistance to the University to assure that the rights of minorities, women, handicappers, faculty, staff, and students are protected.

Major contributions to this report were made by the Office of Planning and Budgets, the Assistant Provost and Assistant Vice President for Academic Human Resources, the Assistant Vice President for Human Resources, the Vice President for Student Affairs and Services, Admissions and Scholarships, Supportive Services, Urban Affairs Programs, Affirmative Action Graduate Financial Assistance Program, and the Purchasing Department.

A synopsis of the Affirmative Action Report appears as an Executive Summary immediately prefacing this report. More detailed information on any specific section of the report or regarding the University's 1990-91 Affirmative Action Program is on file in the Department of Human Relations and available for review.

A handwritten signature in black ink, appearing to read 'R. W. Bonner', with a stylized flourish at the end.

Ralph W. Bonner, Ph.D.
Director
Department of Human Relations

I. EXECUTIVE SUMMARY

Introduction

The Executive Summary represents a brief synopsis of the 1990-91 Affirmative Action Data Report. Documentation on the academic and support areas of employment is presented in abbreviated fashion along with general information relating to students and the climate of the University.

Academic Human Resources/Executive Management

Academic Personnel represent approximately one half of the total University's workforce. Academic personnel include faculty and staff who interact directly with the instructional, research, and public service mission of the university.

During the 1990-91 affirmative action year, the total academic personnel workforce decreased by 20 individuals. There was however, a net gain of 62 women, from 1,298 to 1,350, shows that women now make up 32.7% of the academic workforce. Minority academic staff grew by 41, boosting their numbers from 538 to 579; they now represent 14% of the workforce, up from 11% in 1989.

There were seven new Executive Management appointments during 1990-91, consisting of four non-minority men and three non-minority women.

Support Human Resources

During the 1990-91 affirmative action year, the support personnel workforce increased by 14 (0.3%) employees from 5,324 to 5,338. Minority representation reflected a decrease of 14 (2.0%) employees from 709 to 695. Women in the workforce increased by 33 (0.9%) from 3,536 to 3,569. Women represent 3,569 (66.9%) and minorities represent 695 (13.0%) of the support personnel workforce. Minority women account for 500 (14%) of all women, and 9.4% of the support personnel. Minority men represent 195 (11%) of all men and 3.6% of the support personnel.

Student Enrollment

Minority enrollment has increased both numerically and in percentage of the affirmative action total for all groups, and have shown steady numerical increases from 1981. In Fall 1981 minority enrollment of 3,224 represented only 7.7% of the University affirmative action total. Currently, minority student enrollment of 5,023 represents 12.6% of the on-campus affirmative

action total of 39,716.

Women as a percent of the University have increased from 48.8% in 1981 to the current value of 51.0% for Fall 1991. Women graduate students constituted 47.7% of the total graduate enrollment for Fall 1991.

Purchasing

Between 1989-90 and 1990-91 the dollar amount awarded to minority owned businesses declined slightly from 3,662,149 to 3,321,604. Women owned businesses increased their award amounts from 4,111,249 to 6,003,160 a 69% increase.

In the construction area, minority contracts awarded increased in dollar amounts from 1,643,446 to 3,897,600. However, the percentage of award dollars granted to minorities declined from 18.2% to 8.6% of the total expended in construction between 1989-90 and 1990-91.

Workforce Summaries

The University's workforce is depicted in Tables 1-42 by gender, minority status and employment category.

II. ACADEMIC HUMAN RESOURCES/EXECUTIVE MANAGEMENT

The October 1991 composition of faculty and academic staff is 5.4% Black, 6.8% Asian/Pacific Islander, 1.4% Hispanic, 0.4% American Indian/Alaskan Native, and 86.0% Caucasian/Other. Women and minorities have increased from 1988 to 1991 both in number and proportion: women from 29.6% to 32.7%, minorities from 11.9% to 14.0% and minorities + majority women from 37.6% to 41.7%.

From 1988 to 1991 there has been an overall 3.3% (+133) growth rate in academic personnel although from 1990 to 1991 there has been a slight decrease (-20). The increase is due to a 20.0% (+134) increase in temporary staff and a 6.4% (+39) increase in continuing staff. These increases have more than offset the 3.2% (-19) decrease in temporary faculty and the 1.0% (-21) decrease in tenure system faculty.

Blacks have increased from 4.3% to 5.4% (+20 men, +31 women), Asian/ Pacific Islanders have increased from 5.9% to 6.8% (+19 men, +28 women), Hispanics have remained at 1.4% but their number has increased slightly (+3 men, -1 woman), American Indian/Alaskan Natives have increased from 0.3% to 0.4% (+2 men, +4 women), and Caucasian/Others have decreased from 88.1% to 86.0% although there has been an increase in the number of Caucasian/Other women (-81 men, +108 women).

The largest increases in Blacks were in the tenure system (+10 men, +10 women) and in the temporary staff (+8 men, +12 women). Asian/ Pacific Islanders also gained in the tenure system (+1 man, +10 women) and in the temporary staff (+30 men, +23 women), but lost members in the temporary faculty (-11 men, -4 women). Hispanics also gained in the tenure system (+6 men, +1 woman) and in the temporary staff (+1 man, +1 woman), but lost members in the temporary faculty (-3 men, -3 women), and in the continuing staff (-1 man).

The decrease in majority men is primarily due to their decrease in the tenure system (-86) although they also decreased by 16 in the temporary staff. The increase in majority women occurs in all groups except temporary faculty (+26 in the tenure system, +30 in the continuing staff, and +70 in the temporary academic staff). Majority women decreased by 18 in the temporary faculty.

The composition of the tenure system is 4.3% Black, 5.4% Asian/ Pacific Islander, 1.2% Hispanic, 0.2% American Indian/Alaskan Native, and 88.8% Caucasian/Other. Women and minorities have increased from 1988 to 1991 both in number and proportion: women from 18.7% to 21.1%, minorities from 9.3% to 11.2%, and minorities + majority women from 25.9% to 29.3%.

The composition of temporary faculty is 5.1% Black, 6.3% Asian/ Pacific Islander, 1.6% Hispanic, 0.2% American Indian/Alaskan Native, and 86.9% Caucasian/Other. Women and minorities have decreased from 1988 to 1991 both in number and proportion: women from 40.5% to 38.0%, minorities from 15.4% to 13.1%, and minorities + majority women from 61.2% to 46.9%.

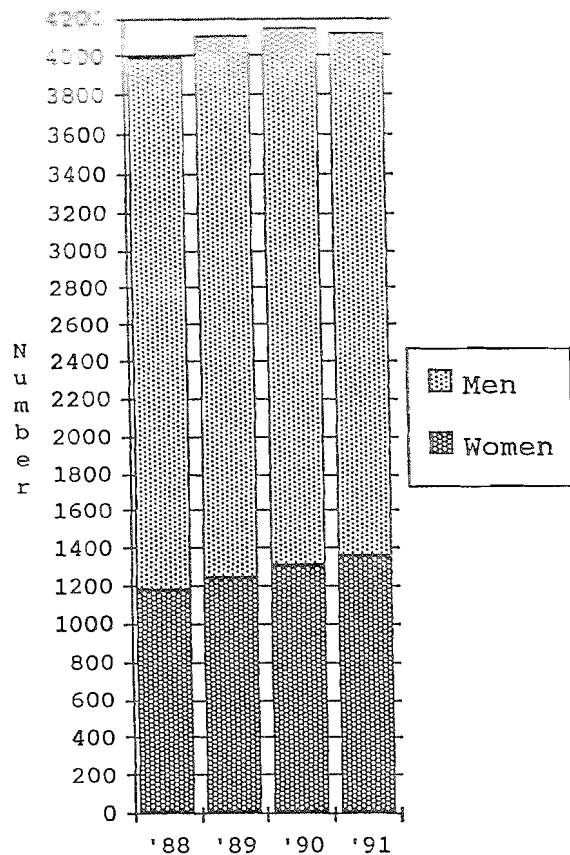
The composition of continuing staff is 6.5% Black, 2.0% Asian/ Pacific Islander, 0.6% Hispanic, 0.3% American Indian/Alaskan Native, and 90.6% Caucasian/Other. Women have increased from 1988 to 1991 both in number and proportion (from 44.2% to 47.1%). Minorities have increased by 3 in number but have decreased in proportion from 9.5% to 9.4%. Minorities + majority women have increased by 33 in number and also increased in proportion from 48.9% to 51.1%.

The composition of temporary staff is 7.6% Black, 14.8% Asian/ Pacific Islander, 2.4% Hispanic, 1.1% American Indian/Alaskan Native, and 74.2% Caucasian/Other. Women and minorities have increased substantially from 1988 to 1991 both in number and proportion: women from 40.8% to 47.6%, minorities from 19.1% to 25.8% and minorities + majority women from 53.1% to 62.9%. All minority groups and women have increased while majority men have decreased by 16.

The composition of administrators is 9.5% Black, 2.6% Asian/Pacific Islander, 0.7% Hispanic, 1.1% American Indian/Alaskan Native, and 86.1% Caucasian/Other. Women and minorities have increased from 1988 to 1991 both in number and proportion: women from 20.5% to 20.8%, minorities from 12.1% to 13.9% and minorities + majority women from 28.0% to 31.0%.

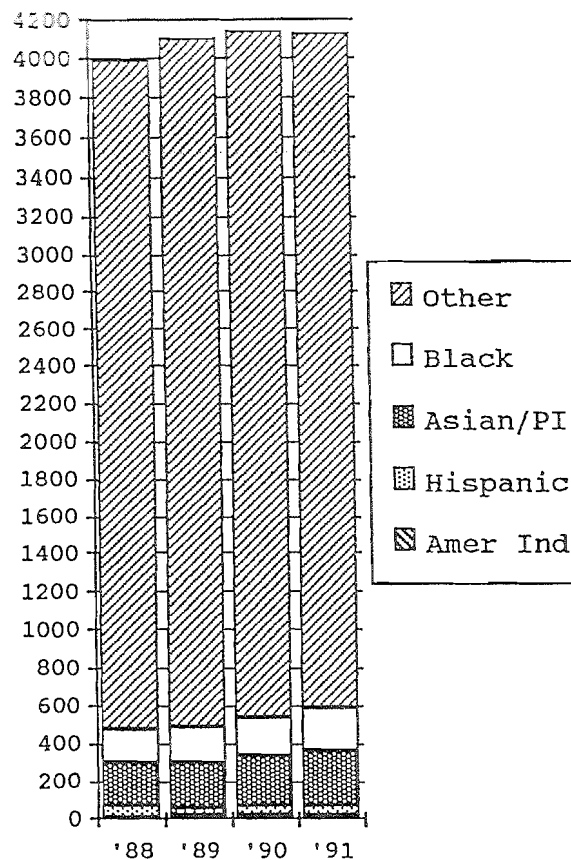
The composition of executive management is 10.9% Black, 1.6% Asian/ Pacific Islander, 1.6% Hispanic, 0.0% American Indian/Alaskan Native, and 85.9% Caucasian/Other. Women have increased in number and proportion from 19.4% to 25.0% during the 1988 to 1991 period. Minorities have decreased in both number and proportion from 17.7% to 14.1%. There is only 1 minority woman. Minorities + majority women have increased from 35.5% to 37.5%.

By Gender



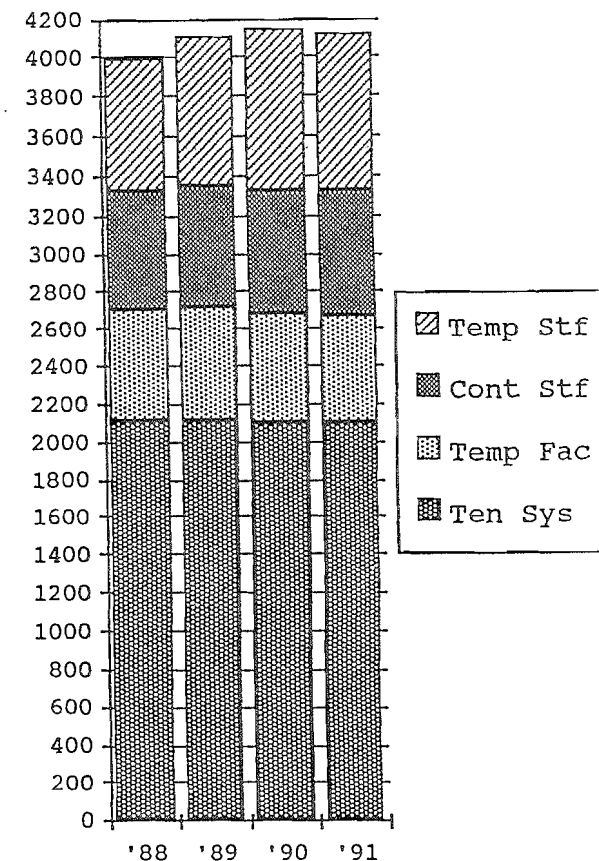
| | | | | |
|---------|------|------|------|------|
| Total | 3990 | 4101 | 4143 | 4123 |
| Men | 2810 | 2859 | 2845 | 2773 |
| Women | 1180 | 1242 | 1298 | 1350 |
| % Men | 70.4 | 69.7 | 68.7 | 67.3 |
| % Women | 29.6 | 30.3 | 31.3 | 32.7 |

By Ethnic ID



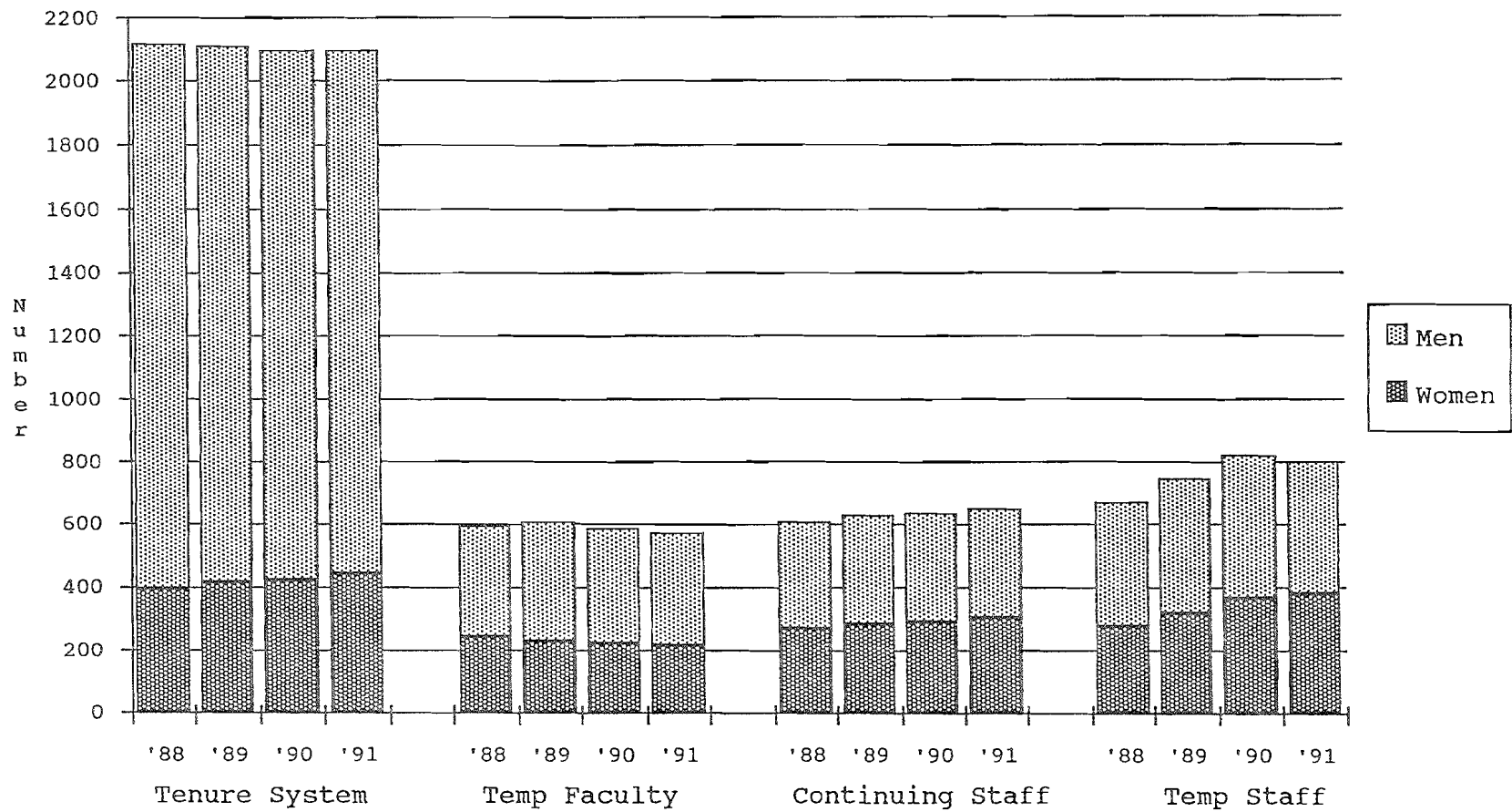
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|------------|------|------|------|------|
| Other | 3517 | 3618 | 3605 | 3544 |
| Black | 172 | 183 | 206 | 223 |
| Asian/PI | 235 | 240 | 259 | 282 |
| Hispanic | 56 | 48 | 59 | 58 |
| Amer Ind | 10 | 12 | 14 | 16 |
| Min Total | 473 | 483 | 538 | 579 |
| % Other | 88.1 | 88.2 | 87.0 | 86.0 |
| % Black | 4.3 | 4.5 | 5.0 | 5.4 |
| % Asian/PI | 5.9 | 5.9 | 6.3 | 6.8 |
| % Hispn | 1.4 | 1.2 | 1.4 | 1.4 |
| % Am Ind | 0.3 | 0.3 | 0.3 | 0.4 |
| % Min Tot | 11.9 | 11.8 | 13.0 | 14.0 |

By Employment Category



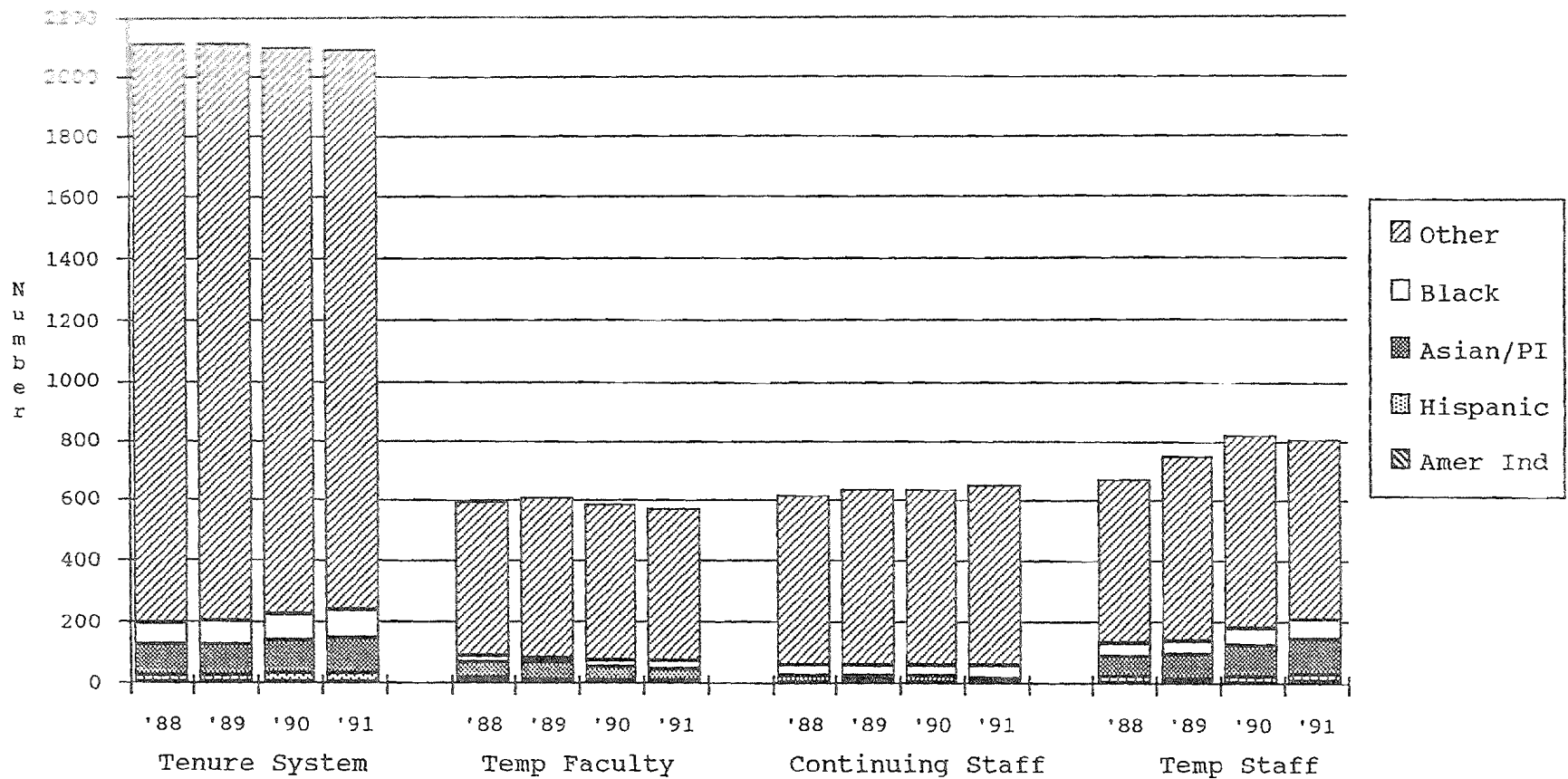
| | | | | |
|-----------|------|------|------|------|
| Temp Stf | 671 | 749 | 822 | 805 |
| Cont Stf | 611 | 632 | 637 | 650 |
| Temp Fac | 592 | 608 | 585 | 573 |
| Ten Sys | 2116 | 2112 | 2099 | 2095 |
| %Temp Stf | 16.8 | 18.3 | 19.8 | 19.5 |
| %Cont Stf | 15.3 | 15.4 | 15.4 | 15.8 |
| %TmP Fac | 14.8 | 14.8 | 14.1 | 13.9 |
| %TenSys | 53.0 | 51.5 | 50.7 | 50.8 |

Graph II - 2
ACADEMIC WORKFORCE 1988-91
By Employment Category and Gender



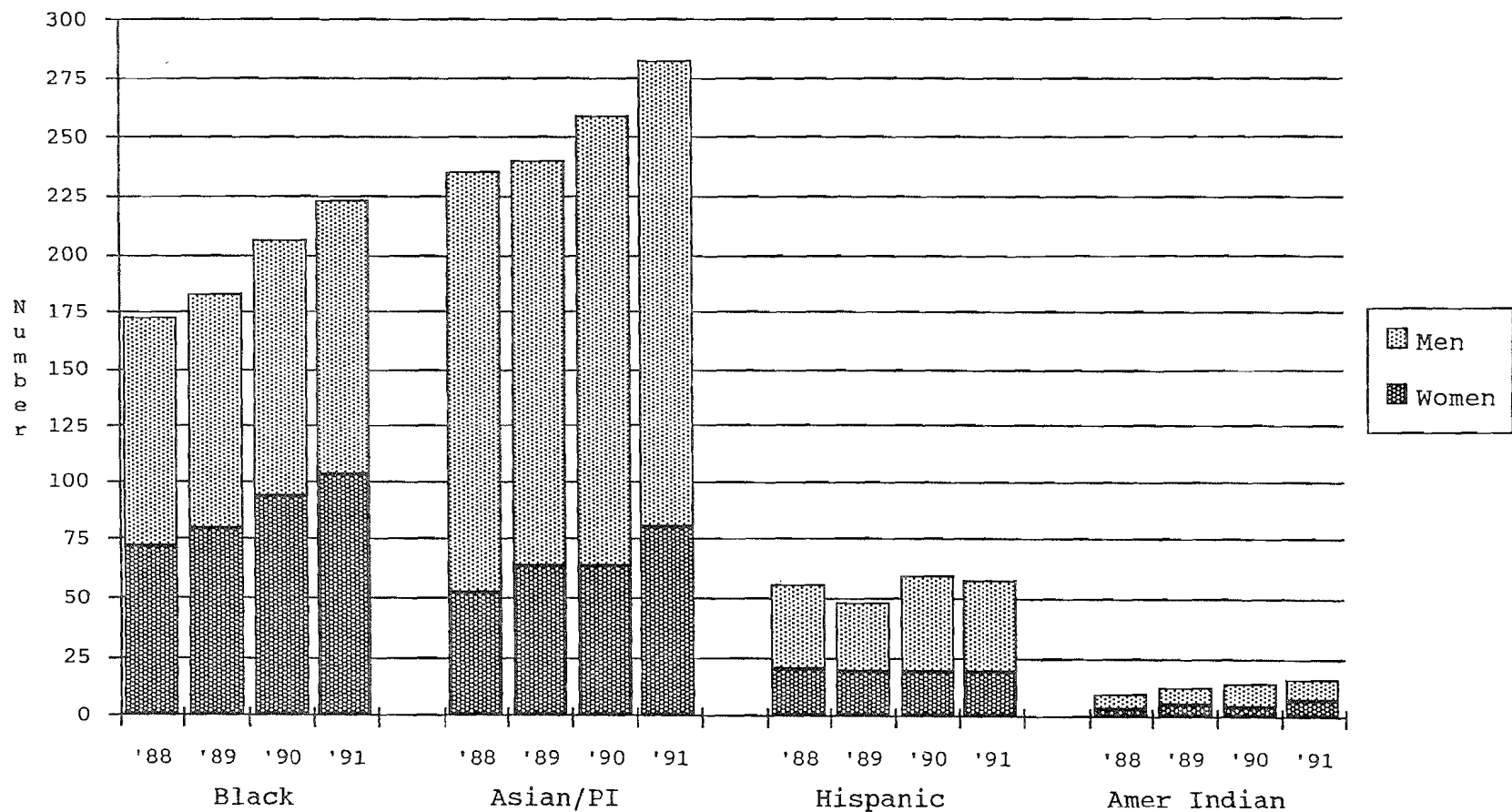
| | | | | | | | | | | | | | | | | |
|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Total | 2116 | 2112 | 2099 | 2095 | 592 | 608 | 585 | 573 | 611 | 632 | 637 | 650 | 671 | 749 | 822 | 805 |
| Men | 1720 | 1700 | 1674 | 1652 | 352 | 382 | 366 | 355 | 341 | 350 | 347 | 344 | 397 | 427 | 458 | 422 |
| Women | 396 | 412 | 425 | 443 | 240 | 226 | 219 | 218 | 270 | 282 | 290 | 306 | 274 | 322 | 364 | 383 |
| | | | | | 59.2 | 62.0 | 62.6 | 62.0 | 55.8 | 55.4 | 54.5 | 52.9 | 59.2 | 57.0 | 55.7 | 52.4 |

EMPLOYMENT TRENDS 1988-91 By Employment Category and Ethnic ID



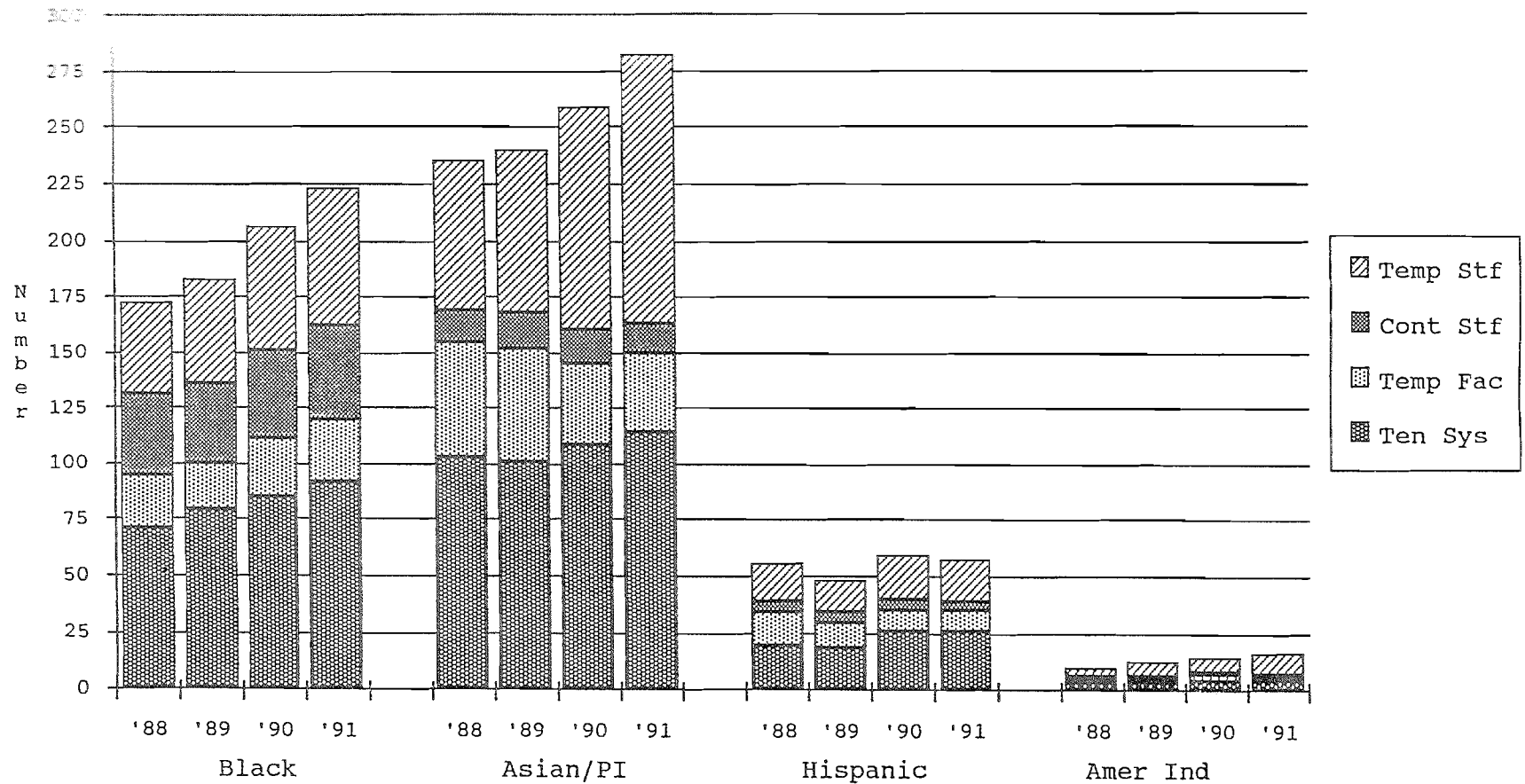
| | Tenure System | | | | Temp Faculty | | | | Continuing Staff | | | | Temp Staff | | | |
|--------------|---------------|------|------|------|--------------|------|------|------|------------------|------|------|------|------------|------|------|------|
| | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 |
| Total | 2116 | 2112 | 2099 | 2095 | 592 | 608 | 585 | 573 | 611 | 632 | 637 | 650 | 671 | 749 | 822 | 805 |
| Other | 1920 | 1911 | 1876 | 1860 | 501 | 524 | 510 | 498 | 553 | 573 | 576 | 589 | 543 | 610 | 643 | 597 |
| Black | 71 | 79 | 85 | 91 | 23 | 21 | 26 | 29 | 37 | 36 | 40 | 42 | 41 | 47 | 55 | 61 |
| Asian/PI | 103 | 101 | 108 | 114 | 51 | 51 | 37 | 36 | 15 | 16 | 15 | 13 | 66 | 72 | 99 | 119 |
| Hispanic | 19 | 18 | 26 | 26 | 15 | 11 | 9 | 9 | 5 | 5 | 5 | 4 | 17 | 14 | 19 | 19 |
| Amer Ind | 3 | 3 | 4 | 4 | 2 | 1 | 3 | 1 | 1 | 2 | 1 | 2 | 4 | 6 | 6 | 9 |
| Minority Tot | 196 | 201 | 223 | 235 | 91 | 84 | 75 | 75 | 58 | 59 | 61 | 61 | 128 | 139 | 179 | 208 |
| % Other | 90.7 | 90.5 | 89.4 | 88.8 | 84.6 | 86.2 | 87.2 | 86.9 | 90.5 | 90.7 | 90.4 | 90.6 | 80.9 | 81.4 | 78.2 | 74.2 |
| % Black | 3.4 | 3.7 | 4.0 | 4.3 | 3.9 | 3.5 | 4.4 | 5.1 | 6.1 | 5.7 | 6.3 | 6.5 | 6.1 | 6.3 | 6.7 | 7.6 |
| % Asian/PI | 4.9 | 4.8 | 5.1 | 5.4 | 8.6 | 8.4 | 6.3 | 6.3 | 2.5 | 2.5 | 2.4 | 2.0 | 9.8 | 9.6 | 12.0 | 14.8 |
| % Hispanic | 0.9 | 0.9 | 1.2 | 1.2 | 2.5 | 1.8 | 1.5 | 1.6 | 0.8 | 0.8 | 0.8 | 0.6 | 2.5 | 1.9 | 2.3 | 2.4 |
| % Amer Ind | 0.1 | 0.1 | 0.2 | 0.2 | 0.3 | 0.2 | 0.5 | 0.2 | 0.2 | 0.3 | 0.2 | 0.3 | 0.6 | 0.8 | 0.7 | 1.1 |
| % Minority | 9.3 | 9.5 | 10.6 | 11.2 | 15.4 | 13.8 | 12.8 | 13.1 | 9.5 | 9.3 | 9.6 | 9.4 | 19.1 | 18.6 | 21.8 | 25.8 |

Graph II - 4
ACADEMIC WORKFORCE 1988-91
Minorities by Ethnic ID and Gender



| | | | | | | | | | | | | | | | | |
|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Total | 172 | 183 | 206 | 223 | 235 | 240 | 259 | 282 | 56 | 48 | 59 | 58 | 10 | 12 | 14 | 16 |
| Men | 100 | 104 | 113 | 120 | 183 | 177 | 196 | 202 | 36 | 29 | 40 | 39 | 7 | 7 | 10 | 9 |
| Women | 72 | 79 | 93 | 103 | 52 | 63 | 63 | 80 | 20 | 19 | 19 | 19 | 3 | 5 | 4 | 7 |
| % Men | 58.1 | 56.8 | 54.9 | 53.8 | 77.9 | 73.8 | 75.7 | 71.6 | 64.3 | 60.4 | 67.8 | 67.2 | 70.0 | 58.3 | 71.4 | 56.3 |

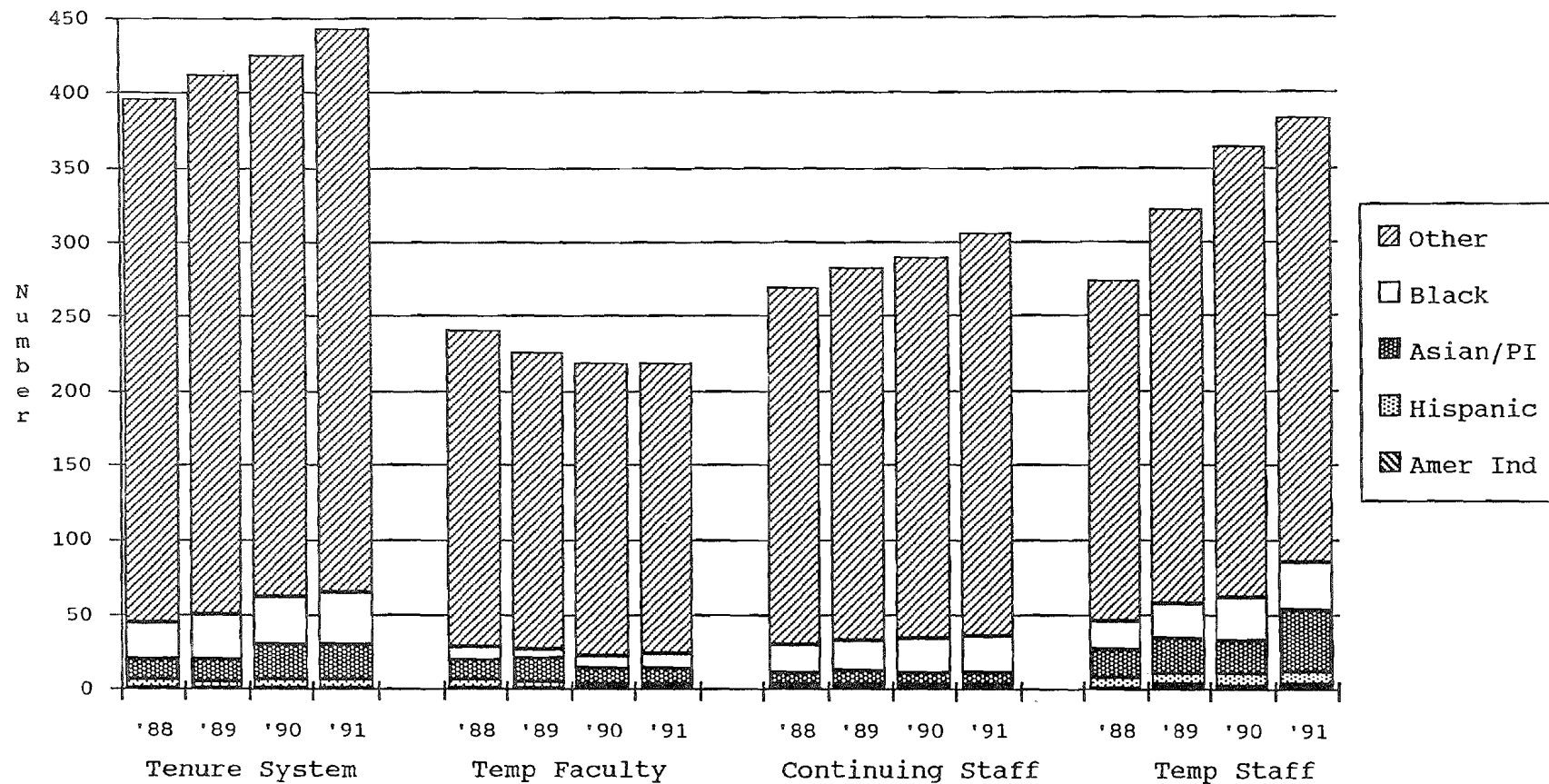
ADMINISTRATIVE SERVICES 1988-91
 Numbers by Ethnicity and Employment Category



| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | |
|--------------|-------|------|------|------|----------|------|------|------|----------|------|------|------|----------|------|------|------|
| | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 |
| Total | 172 | 183 | 206 | 223 | 235 | 240 | 259 | 282 | 56 | 48 | 59 | 58 | 10 | 12 | 14 | 16 |
| Temp Stf | 41 | 47 | 55 | 61 | 66 | 72 | 99 | 119 | 17 | 14 | 19 | 19 | 4 | 6 | 6 | 9 |
| Cont Stf | 37 | 36 | 40 | 42 | 15 | 16 | 15 | 13 | 5 | 5 | 5 | 4 | 1 | 2 | 1 | 2 |
| Temp Fac | 23 | 21 | 26 | 29 | 51 | 51 | 37 | 36 | 15 | 11 | 9 | 9 | 2 | 1 | 3 | 1 |
| Ten Sys | 71 | 79 | 85 | 91 | 103 | 101 | 108 | 114 | 19 | 18 | 26 | 26 | 3 | 3 | 4 | 4 |
| % Temp Staff | 23.8 | 25.7 | 26.7 | 27.4 | 28.1 | 30.0 | 38.2 | 42.2 | 30.4 | 29.2 | 32.2 | 32.8 | 40.0 | 50.0 | 42.9 | 56.3 |
| % Cont Staff | 21.5 | 19.7 | 19.4 | 18.8 | 6.4 | 6.7 | 5.8 | 4.6 | 8.9 | 10.4 | 8.5 | 6.9 | 10.0 | 16.7 | 7.1 | 12.5 |
| % Temp Fac | 13.4 | 11.5 | 12.6 | 13.0 | 21.7 | 21.3 | 14.3 | 12.8 | 26.8 | 22.9 | 15.3 | 15.5 | 20.0 | 8.3 | 21.4 | 6.3 |
| % Tenure Sys | 41.3 | 43.2 | 41.3 | 40.8 | 43.8 | 42.1 | 41.7 | 40.4 | 33.9 | 37.5 | 44.1 | 44.8 | 30.0 | 25.0 | 28.6 | 25.0 |

Graph II - 6

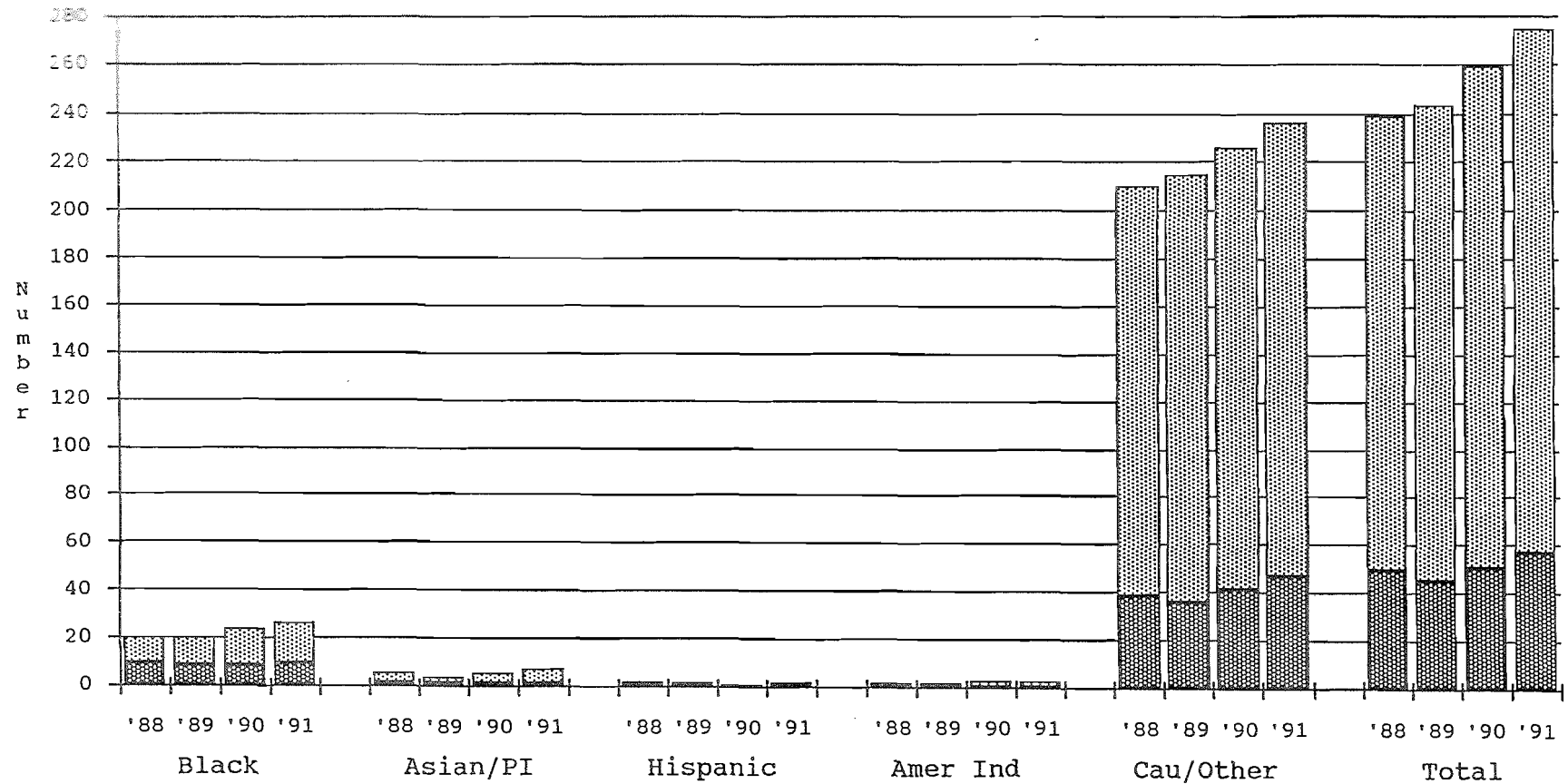
ACADEMIC WORKFORCE 1988-91
Women by Employment Category and Ethnic ID



| | | | | | | | | | | | | | | | | |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Total | 396 | 412 | 425 | 443 | 240 | 226 | 219 | 218 | 270 | 282 | 290 | 306 | 274 | 322 | 364 | 383 |
| Other | 352 | 362 | 364 | 378 | 212 | 199 | 197 | 194 | 241 | 250 | 256 | 271 | 228 | 265 | 302 | 298 |
| Black | 25 | 30 | 32 | 35 | 8 | 6 | 9 | 11 | 19 | 20 | 23 | 25 | 20 | 23 | 29 | 32 |
| Asian/PI | 13 | 15 | 22 | 23 | 14 | 16 | 10 | 10 | 7 | 8 | 8 | 6 | 18 | 24 | 23 | 41 |
| Hispanic | 6 | 5 | 7 | 7 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 7 | 7 | 8 | 8 |
| Amer Ind | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 3 | 2 | 4 |
| Minority Tot | 44 | 50 | 61 | 65 | 28 | 27 | 22 | 24 | 29 | 32 | 34 | 35 | 46 | 57 | 62 | 85 |

| | | | | | | | | | | | | | | | | |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Black | 0.3 | 1.3 | 1.3 | 1.3 | 5.8 | 7.1 | 4.6 | 4.6 | 2.6 | 2.8 | 2.8 | 2.0 | 0.0 | 1.1 | 1.1 | 2.1 |
| % Asian/PI | 3.3 | 3.6 | 5.2 | 5.2 | 2.1 | 2.2 | 0.9 | 0.9 | 0.7 | 0.7 | 0.7 | 0.7 | 2.6 | 2.2 | 2.2 | 2.1 |

ADMINISTRATORS 1988-91 Administration by Ethnic ID and Gender

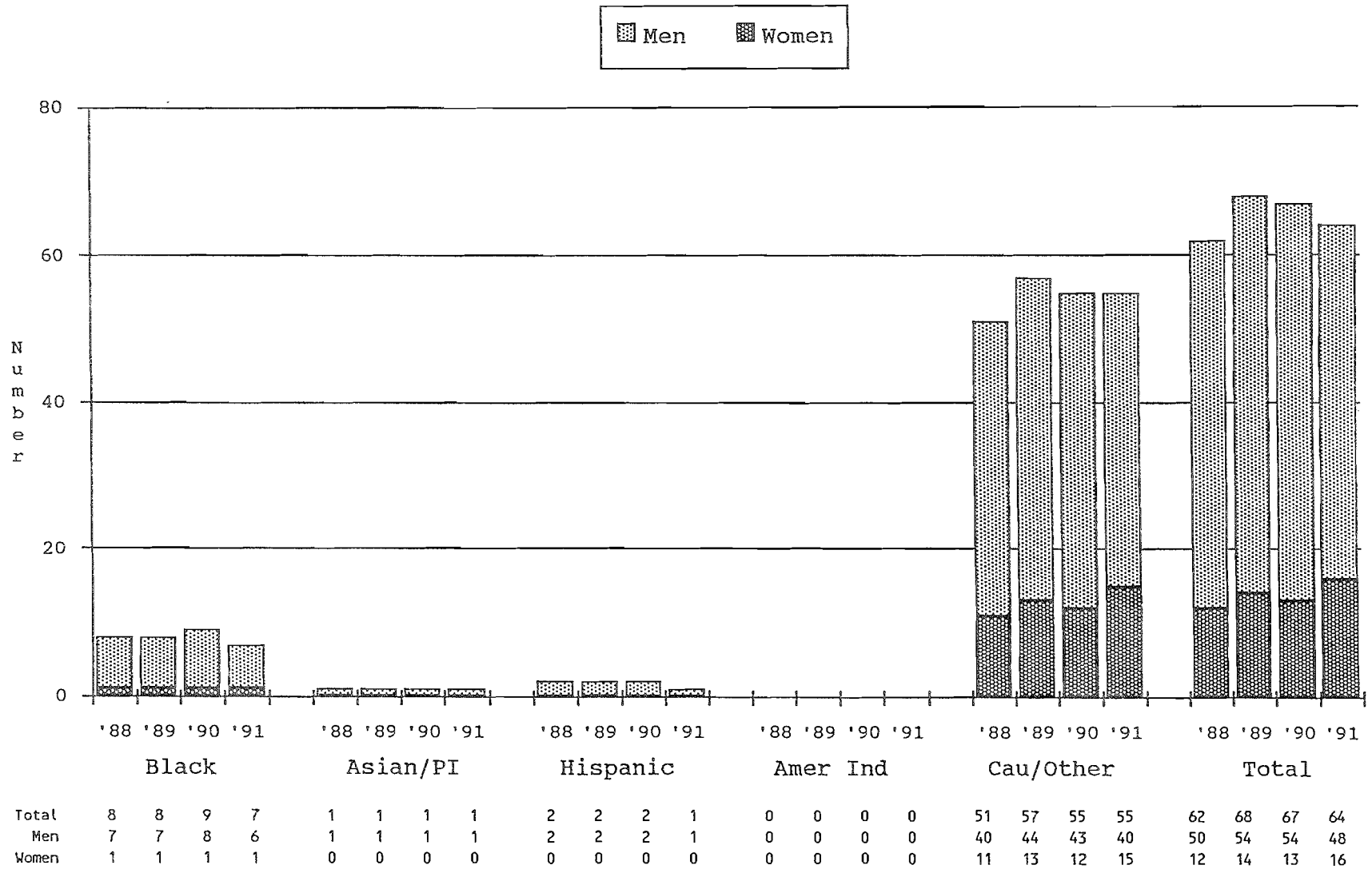


| | | | | | | | | | | | | | | | | | | | | | | | | |
|---------|-------|-----|-----|-----|----------|-----|-----|-----|----------|-----|-----|-----|----------|-----|-----|-----|-----------|------|------|------|-------|------|------|------|
| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | | Cau/Other | | | | Total | | | |
| Total | 20 | 20 | 24 | 26 | 5 | 4 | 5 | 7 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 210 | 215 | 226 | 236 | 239 | 243 | 259 | 274 |
| Men | 11 | 12 | 16 | 17 | 4 | 3 | 4 | 6 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 172 | 179 | 185 | 189 | 190 | 198 | 209 | 217 |
| Women | 9 | 8 | 8 | 9 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38 | 36 | 41 | 47 | 49 | 45 | 50 | 57 |
| % Total | 8.4 | 8.2 | 9.3 | 9.5 | 2.1 | 1.6 | 1.9 | 2.6 | 0.8 | 0.8 | 0.4 | 0.7 | 0.8 | 0.8 | 1.2 | 1.1 | 87.9 | 88.5 | 87.3 | 86.1 | 100 | 100 | 100 | 100 |
| % Men | 4.6 | 4.9 | 6.2 | 6.2 | 1.7 | 1.2 | 1.5 | 2.2 | 0.4 | 0.8 | 0.4 | 0.7 | 0.8 | 0.8 | 1.2 | 1.1 | 72.0 | 73.7 | 71.4 | 69.0 | 79.5 | 81.5 | 80.7 | 79.2 |
| % Women | 3.8 | 3.3 | 3.1 | 3.3 | 0.4 | 0.4 | 0.4 | 0.4 | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 15.9 | 14.8 | 15.8 | 17.2 | 20.5 | 18.5 | 19.3 | 20.8 |

All percents are of the total number of Administrators for the given year.

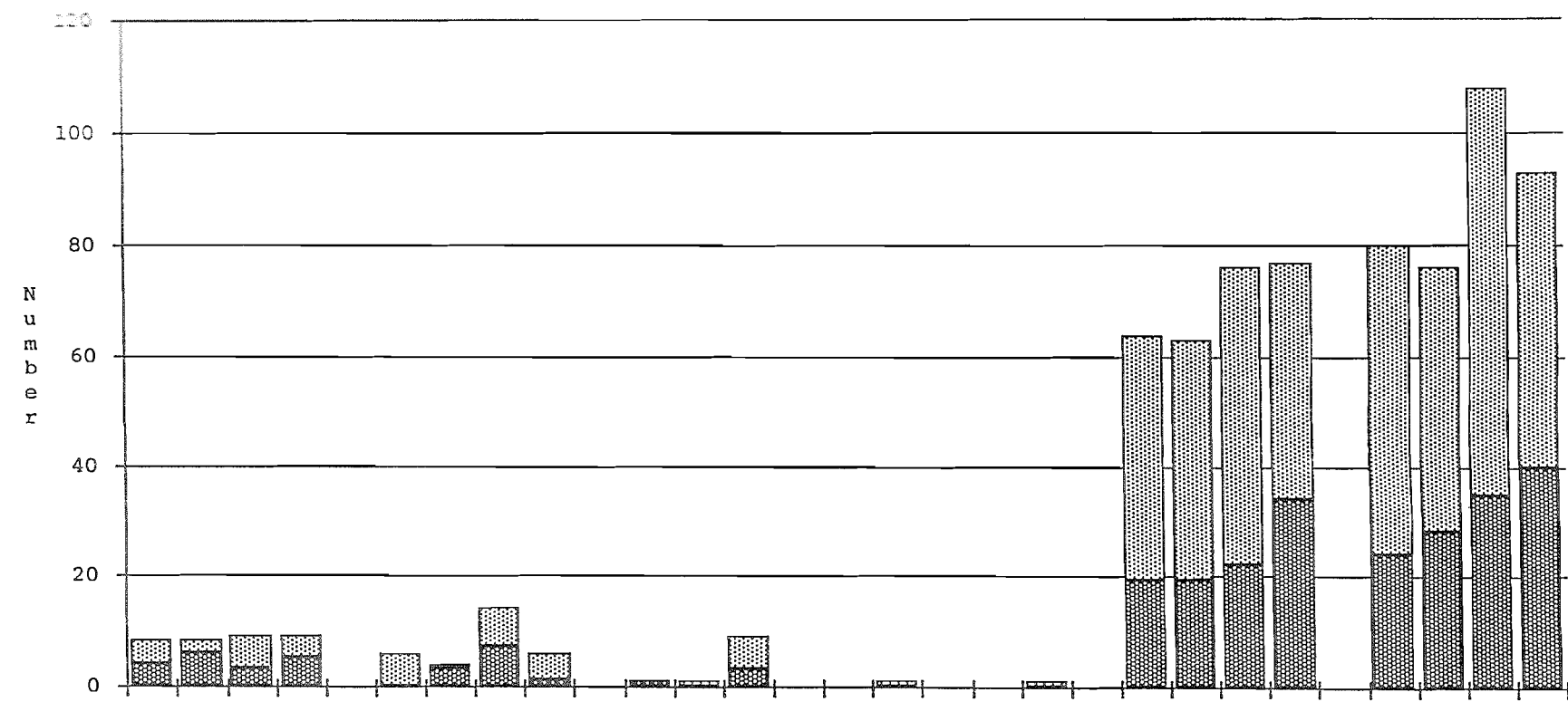
Graph II - 8

ACADEMIC WORKFORCE 1988-91
Executive Management by Ethnic ID and Gender



Tenure System New Hires by Ethnicity and Gender

Men Women

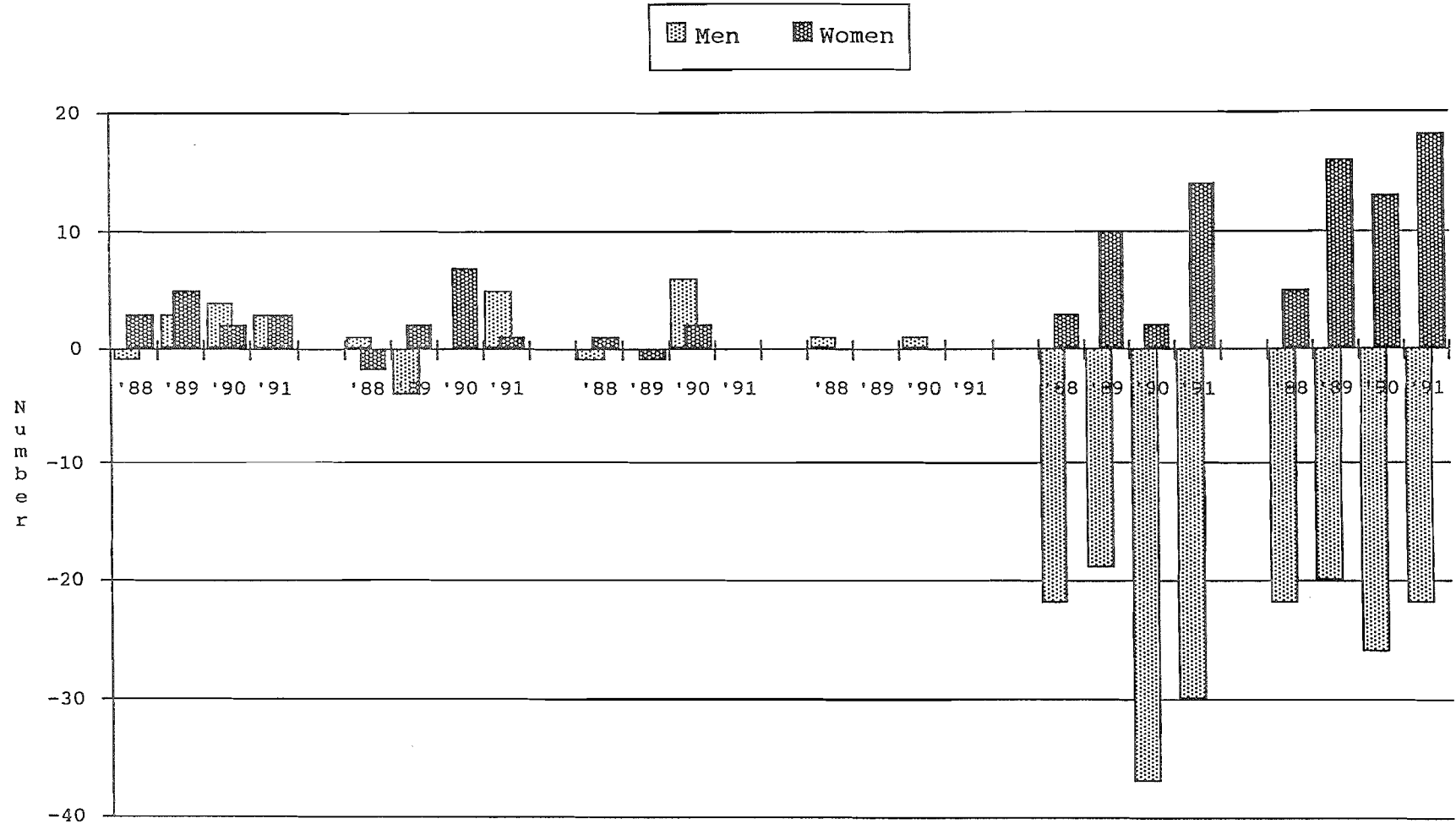


| | '88 '89 '90 '91 | | | | '88 '89 '90 '91 | | | | '88 '89 '90 '91 | | | | '88 '89 '90 '91 | | | | '88 '89 '90 '91 | | | | '88 '89 '90 '91 | | | |
|---------|-----------------|------|-----|-----|-----------------|-----|------|-----|-----------------|-----|-----|-----|-----------------|-----|-----|-----|-----------------|------|------|------|-----------------|------|------|------|
| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | | Cau\Other | | | | Total | | | |
| Total | 8 | 8 | 9 | 9 | 6 | 4 | 14 | 6 | 1 | 1 | 9 | 0 | 1 | 0 | 0 | 1 | 64 | 63 | 76 | 77 | 80 | 76 | 108 | 93 |
| Men | 4 | 2 | 6 | 4 | 6 | 1 | 7 | 5 | 0 | 1 | 6 | 0 | 1 | 0 | 0 | 1 | 45 | 44 | 54 | 43 | 56 | 48 | 73 | 53 |
| Women | 4 | 6 | 3 | 5 | 0 | 3 | 7 | 1 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 19 | 19 | 22 | 34 | 24 | 28 | 35 | 40 |
| % Total | 10.0 | 10.5 | 8.3 | 9.7 | 7.5 | 5.3 | 13.0 | 6.5 | 1.3 | 1.3 | 8.3 | 0.0 | 1.3 | 0.0 | 0.0 | 1.1 | 80.0 | 82.9 | 70.4 | 82.8 | 100 | 100 | 100 | 100 |
| % Men | 5.0 | 2.6 | 5.6 | 4.3 | 7.5 | 1.3 | 6.5 | 5.4 | 0.0 | 1.3 | 5.6 | 0.0 | 1.3 | 0.0 | 0.0 | 1.1 | 56.3 | 57.9 | 50.0 | 46.2 | 70.0 | 63.2 | 67.6 | 57.0 |
| % Women | 5.0 | 7.9 | 2.8 | 5.4 | 0.0 | 3.9 | 6.5 | 1.1 | 1.3 | 0.0 | 2.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 23.8 | 25.0 | 20.4 | 36.6 | 30.0 | 36.8 | 32.4 | 43.0 |

All percents are of the total number of Tenure System new hires for the given year.

Graph II - 10

ACADEMIC WORKFORCE 1988-91
Tenure System Net Change by Ethnic ID and Gender



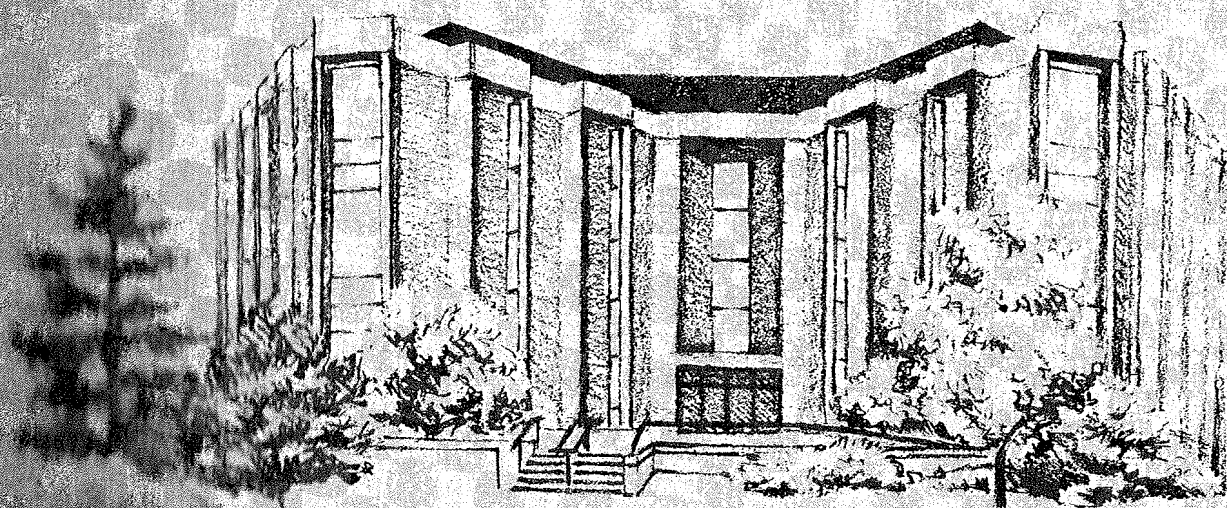
| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | | Cau/Other | | | | Total | | | |
|-------|-------|-----|-----|-----|----------|-----|-----|-----|----------|-----|-----|-----|----------|-----|-----|-----|-----------|-----|-----|-----|-------|-----|-----|-----|
| | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 | '88 | '89 | '90 | '91 |
| Total | 2 | 8 | 6 | 6 | -1 | -2 | 7 | 6 | 0 | -1 | 8 | 0 | 1 | 0 | 1 | 0 | -19 | -9 | -35 | -16 | -17 | -4 | -13 | -4 |

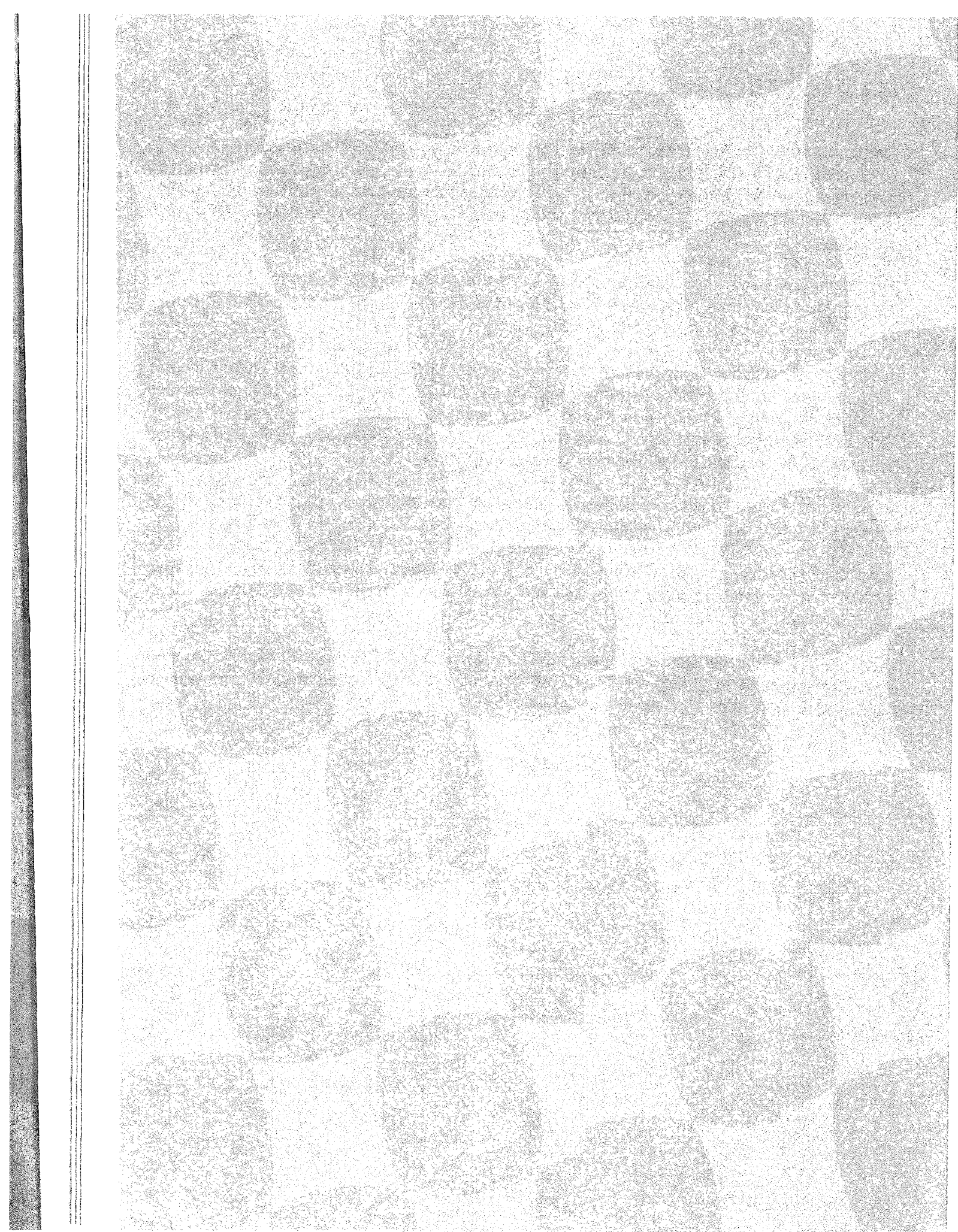
Support Human Resources

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III. SUPPORT HUMAN RESOURCES

During the 1990-91 affirmative action year, the support staff workforce increased by 14 (0.3%) employees from 5,324 to 5,338. Minority representation reflected a decrease of 14 (2.0%) employees from 709 to 695. Women in the workforce increased by 33 (0.9%) from 3,536 to 3,569. Women represent 3,569 (66.9%) and minorities represent 695 (13.0%) of the support staff workforce.

Comparing 1988 and 1991, the support staff has decreased by 26 (0.5%) from 5,364 to 5,338. Minority representation increased by 25 (3.7%) from 670 to 695 and representation of women decreased by 10 (0.3%) from 3,579 to 3,569.

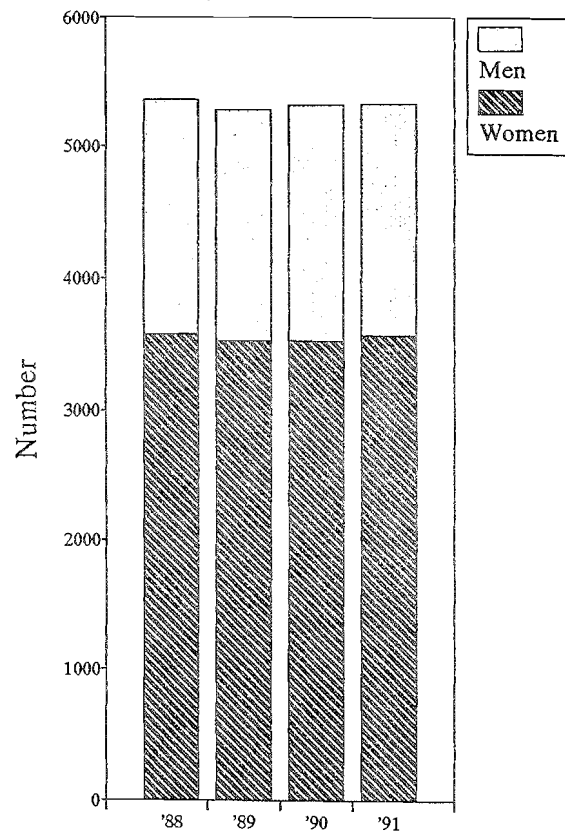
Minority representation from 1988 to 1991, increased by 25 (3.7%) employees. These increases were reported in administrative-professional by 29 (20.7%) from 140 to 169, cooperative extension by 3 (6.3%) from 48 to 51 and service maintenance by 1 (0.5%) from 209 to 210. Clerical-technical decreased by 6 (2.4%) from 251 to 245 and skilled trades by 2 (13.3%) from 17 to 15. The category of public safety remains at 5.

Comparing 1988 and 1991, representation of women decreased by 10 (0.3%) from 3,579 to 3,569. Increases occurred in administrative-professional by 222 (25.1%) from 884 to 1,106, public safety by 3 (27.3%) from 11 to 14 and skilled trades by 1 (5.3%) from 19 to 20. Decreases occurred in clerical-technical by 219 (11.3%) from 2,149 to 1,930, cooperative extension by 16 (13.6%) from 134 to 118 and service maintenance by 1 (0.3%) from 382 to 381.

Comparing 1987-88 and 1990-91, regular new hires decreased by 227 (46.0%) from 721 to 494. Minority new hires decreased by 32 (40.0% of minority hires) from 112 to 80 and women decreased by 206 (65.4% of women hires) from 521 to 315.

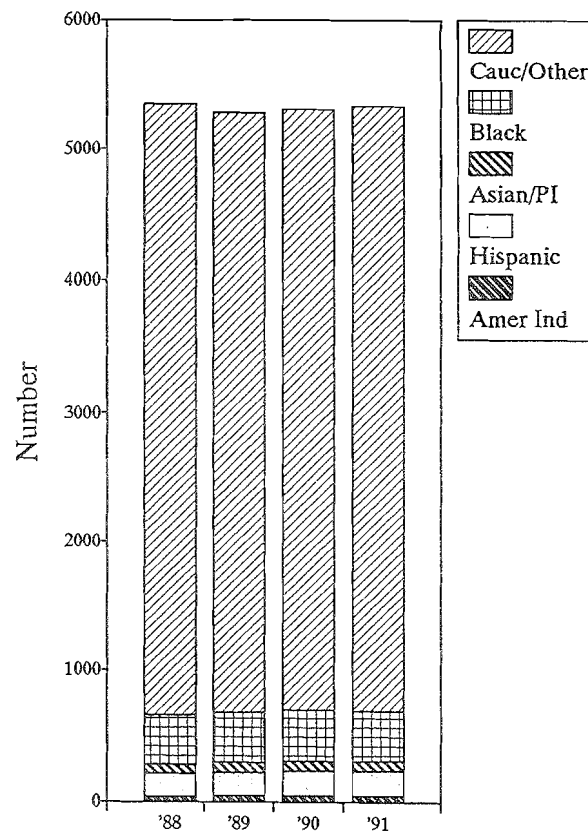
SUPPORT STAFF WORKFORCE 1988-91

By Gender III-1



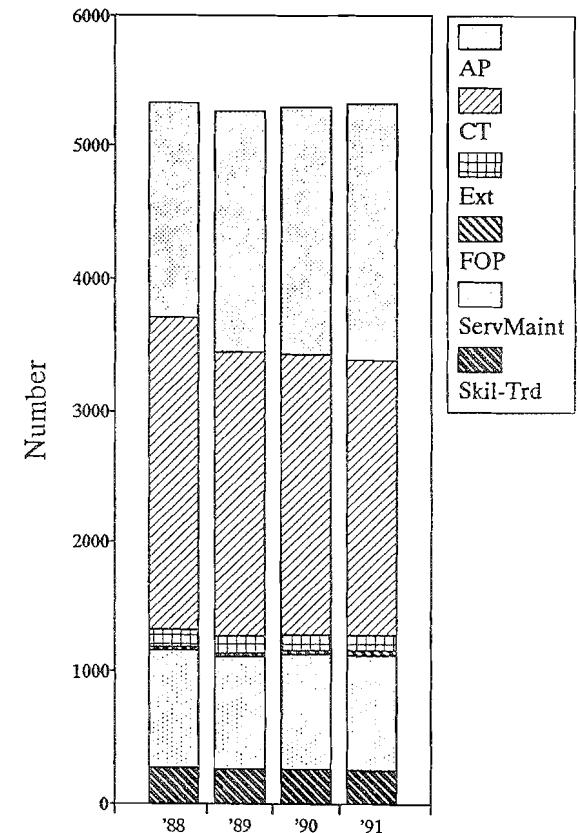
| | | | | |
|---------|------|------|------|------|
| Total | 5364 | 5296 | 5324 | 5338 |
| Men | 1785 | 1758 | 1788 | 1769 |
| Women | 3579 | 3538 | 3536 | 3569 |
| % Men | 33.3 | 33.2 | 33.6 | 33.1 |
| % Women | 66.7 | 66.8 | 66.4 | 66.9 |

By Ethnic ID III-2



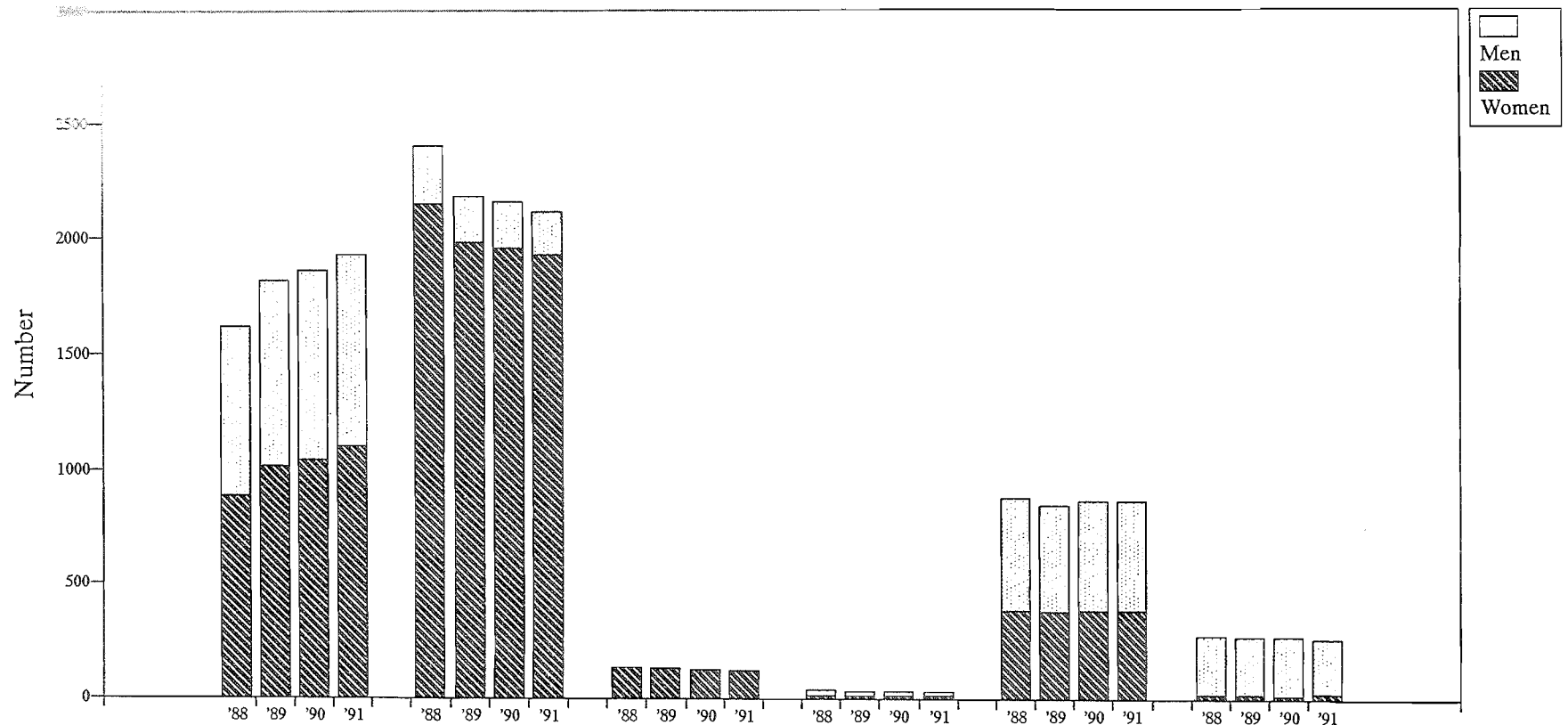
| | | | | |
|--------------|------|------|------|------|
| Cauc/Other | 4694 | 4612 | 4615 | 4643 |
| Black | 374 | 380 | 388 | 383 |
| Asian/PI | 76 | 82 | 86 | 82 |
| Hispanic | 181 | 179 | 191 | 188 |
| Amer Ind | 39 | 43 | 44 | 42 |
| Min Total | 670 | 684 | 709 | 695 |
| % Cauc/Other | 87.5 | 87.1 | 86.7 | 87.0 |
| % Black | 7.0 | 7.2 | 7.3 | 7.2 |
| % Asian/PI | 1.4 | 1.5 | 1.6 | 1.5 |
| % Hispanic | 3.4 | 3.4 | 3.6 | 3.5 |

By Employment Category III-3



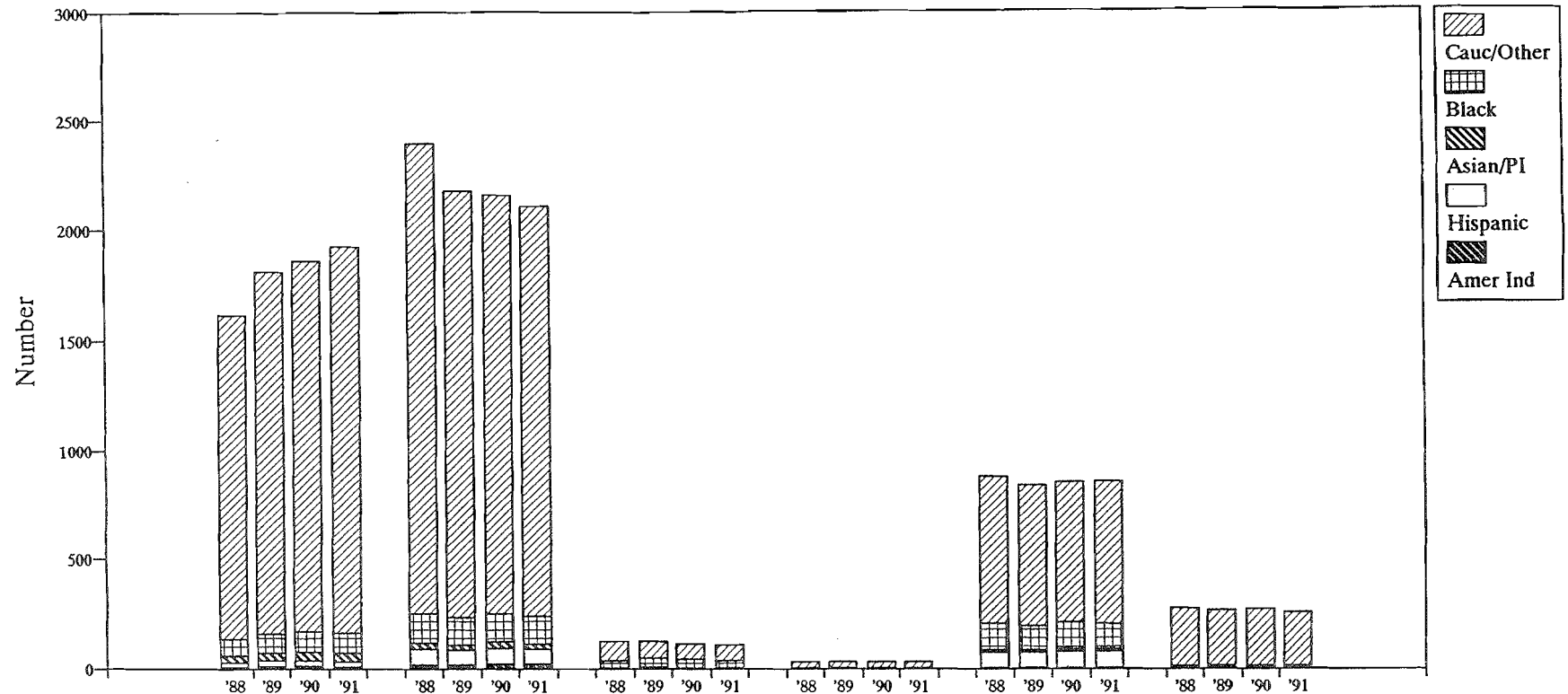
| | | | | |
|------------|------|------|------|------|
| AP | 1624 | 1821 | 1864 | 1932 |
| CT | 2404 | 2187 | 2158 | 2120 |
| Ext | 137 | 132 | 127 | 122 |
| FOP | 36 | 36 | 37 | 38 |
| Serv Maint | 886 | 850 | 868 | 868 |
| Skil-Trd | 277 | 270 | 270 | 258 |
| % AP | 30.3 | 34.4 | 35.0 | 36.2 |
| % CT | 44.8 | 41.3 | 40.5 | 39.7 |
| % Ext | 2.6 | 2.5 | 2.4 | 2.3 |
| % FOP | 0.7 | 0.7 | 0.7 | 0.7 |

SUPPORT STAFF WORKFORCE 1988-91 By Employment Category and Gender III-4



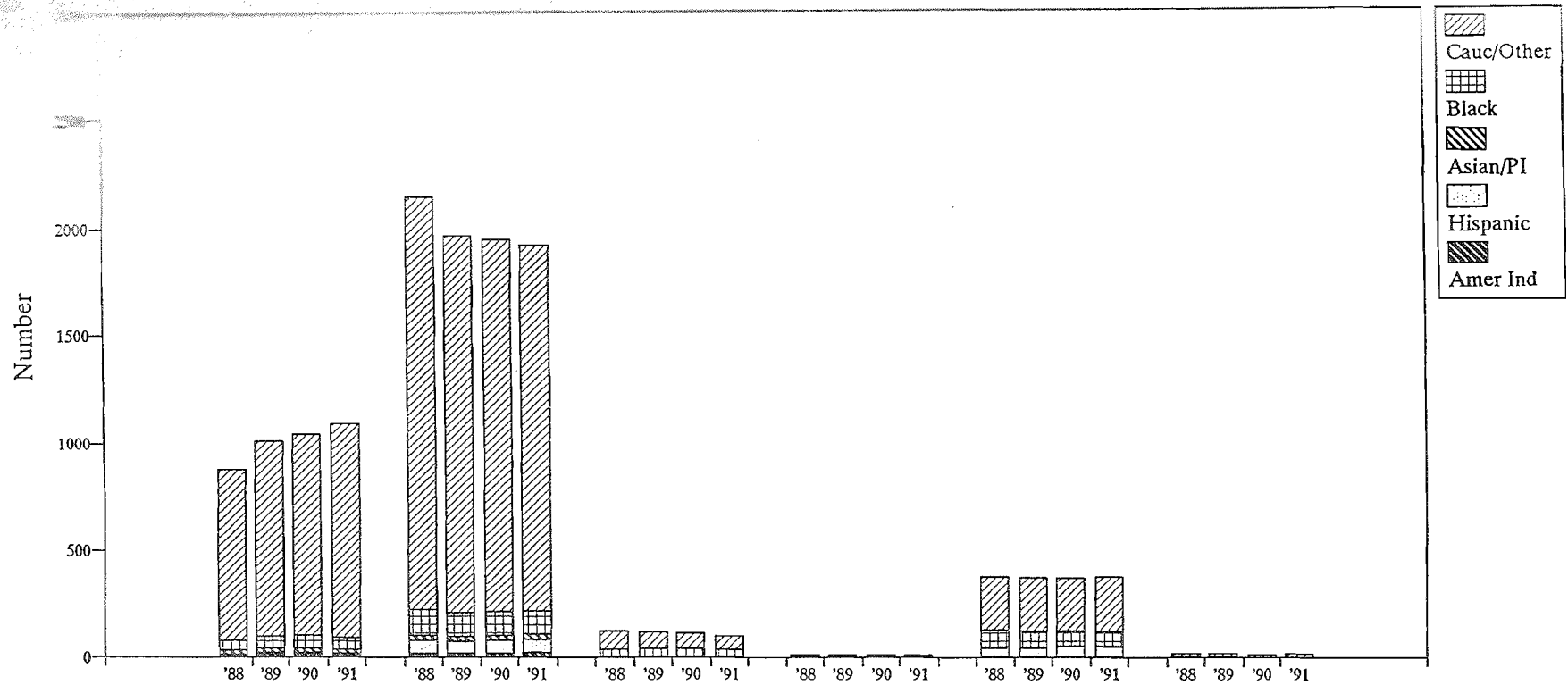
| | AP | | | | CT | | | | Ext | | | | FOP | | | | Serv Maint | | | | Skil-Trd | | | |
|---------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------------|------|------|------|----------|------|------|------|
| Total | 1624 | 1821 | 1864 | 1932 | 2404 | 2187 | 2158 | 2120 | 137 | 132 | 127 | 122 | 36 | 36 | 37 | 38 | 886 | 850 | 868 | 868 | 277 | 270 | 270 | 258 |
| Men | 740 | 802 | 818 | 826 | 255 | 205 | 201 | 190 | 3 | 2 | 1 | 4 | 25 | 23 | 23 | 24 | 504 | 475 | 489 | 487 | 258 | 251 | 256 | 238 |
| Women | 884 | 1019 | 1046 | 1106 | 2149 | 1982 | 1957 | 1930 | 134 | 130 | 126 | 118 | 11 | 13 | 14 | 14 | 382 | 375 | 379 | 381 | 19 | 19 | 14 | 20 |
| % Men | 45.6 | 44.0 | 43.9 | 42.8 | 10.6 | 9.4 | 9.3 | 9.0 | 2.2 | 1.5 | 0.8 | 3.3 | 69.4 | 63.9 | 62.2 | 63.2 | 56.9 | 55.9 | 56.3 | 56.1 | 93.1 | 93.0 | 94.8 | 92.2 |
| % Women | 54.4 | 56.0 | 56.1 | 57.2 | 89.4 | 90.6 | 90.7 | 91.0 | 97.8 | 98.5 | 99.2 | 96.7 | 30.6 | 36.1 | 37.8 | 36.8 | 43.1 | 44.1 | 43.7 | 43.9 | 6.9 | 7.0 | 5.2 | 7.8 |

SUPPORT STAFF WORKFORCE 1988-91 By Employment Category and Ethnic ID III-5



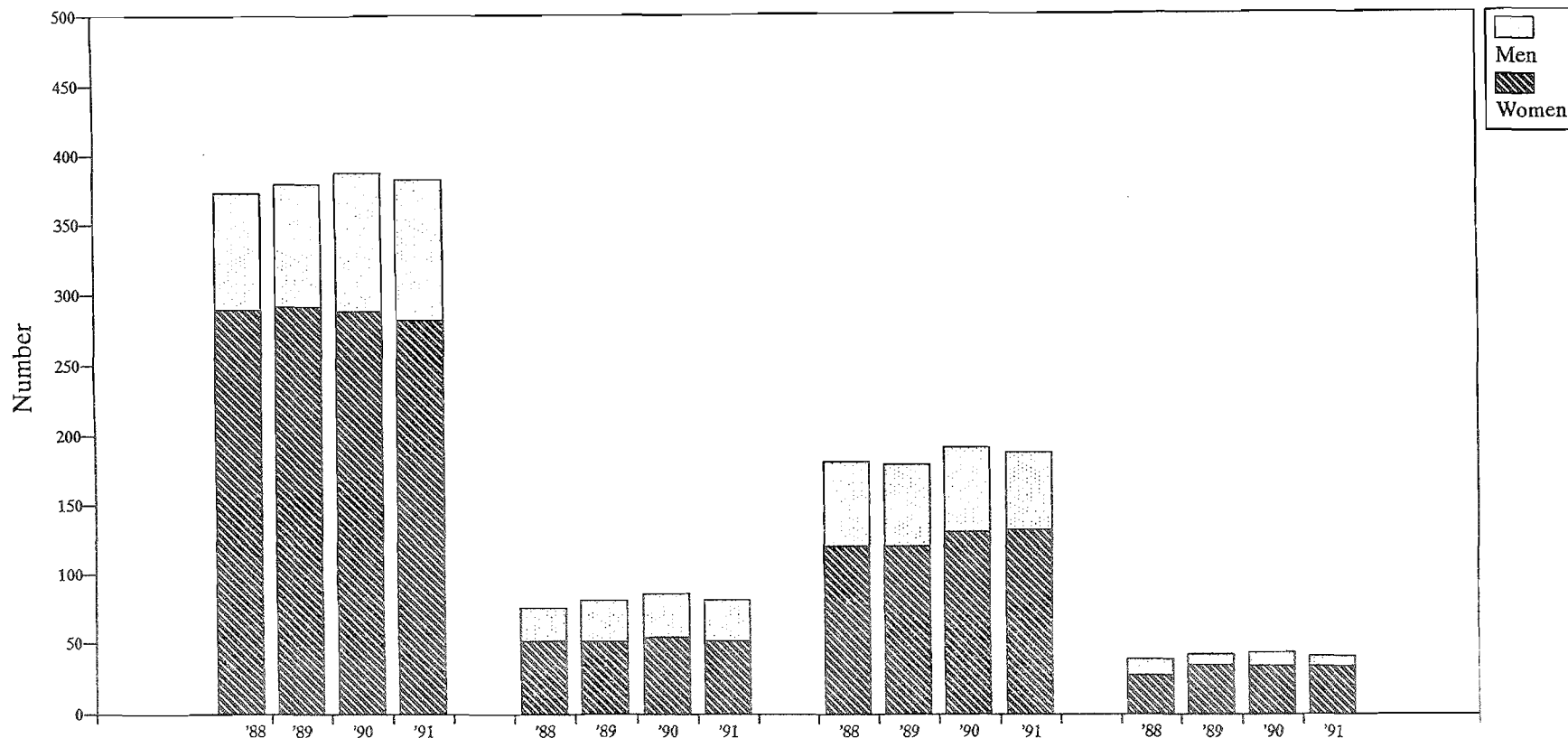
| | AP | | | | CT | | | | Ext | | | | FOP | | | | Serv Maint | | | | Skil-Trd | | | |
|--------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------------|------|------|------|----------|------|------|------|
| Total | 1624 | 1821 | 1864 | 1932 | 2404 | 2187 | 2158 | 2120 | 137 | 132 | 127 | 122 | 36 | 36 | 37 | 38 | 886 | 850 | 868 | 868 | 277 | 270 | 270 | 258 |
| Cauc/Other | 1484 | 1656 | 1692 | 1763 | 2153 | 1946 | 1912 | 1875 | 89 | 77 | 74 | 71 | 31 | 31 | 32 | 33 | 677 | 649 | 651 | 658 | 260 | 253 | 254 | 243 |
| Black | 75 | 86 | 91 | 92 | 130 | 127 | 125 | 126 | 37 | 44 | 41 | 39 | 3 | 2 | 3 | 3 | 122 | 114 | 122 | 117 | 7 | 7 | 6 | 6 |
| Asian/PI | 34 | 39 | 41 | 40 | 30 | 29 | 30 | 28 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 10 | 11 | 13 | 12 | 1 | 1 | 1 | 1 |
| Hispanic | 23 | 28 | 29 | 28 | 72 | 66 | 70 | 69 | 7 | 6 | 8 | 8 | 1 | 2 | 1 | 1 | 74 | 73 | 79 | 79 | 4 | 4 | 4 | 3 |
| Amer Ind | 8 | 12 | 11 | 9 | 19 | 19 | 21 | 22 | 4 | 4 | 4 | 4 | 0 | 0 | 0 | 0 | 3 | 3 | 3 | 2 | 5 | 5 | 5 | 5 |
| Min Total | 140 | 165 | 172 | 169 | 251 | 241 | 246 | 245 | 48 | 55 | 53 | 51 | 5 | 5 | 5 | 5 | 209 | 201 | 217 | 210 | 17 | 17 | 16 | 15 |
| % Cauc/Other | 91.4 | 90.9 | 90.8 | 91.3 | 89.6 | 89.0 | 88.6 | 88.4 | 65.0 | 58.3 | 58.3 | 58.2 | 86.1 | 86.1 | 86.5 | 86.8 | 76.4 | 76.4 | 75.0 | 75.8 | 93.9 | 93.7 | 94.1 | 94.2 |
| % Black | 4.6 | 4.7 | 4.9 | 4.8 | 5.4 | 5.8 | 5.8 | 5.9 | 27.0 | 33.3 | 32.3 | 32.0 | 8.3 | 5.6 | 8.1 | 7.9 | 13.8 | 13.4 | 14.1 | 13.5 | 2.5 | 2.6 | 2.2 | 2.3 |
| % Asian/PI | 2.1 | 2.1 | 2.2 | 2.1 | 1.2 | 1.3 | 1.4 | 1.3 | 0.0 | 0.8 | 0.0 | 0.0 | 2.8 | 2.8 | 2.7 | 2.6 | 1.1 | 1.3 | 1.5 | 1.4 | 0.4 | 0.4 | 0.4 | 0.4 |
| % Hispanic | 1.4 | 1.5 | 1.6 | 1.4 | 3.0 | 3.0 | 3.2 | 3.3 | 5.1 | 4.5 | 6.3 | 6.6 | 2.8 | 5.6 | 2.7 | 2.6 | 8.4 | 8.6 | 9.1 | 9.1 | 1.4 | 1.5 | 1.5 | 1.2 |
| % Amer Ind | 0.5 | 0.7 | 0.6 | 0.5 | 0.8 | 0.9 | 1.0 | 1.0 | 2.9 | 3.0 | 3.1 | 3.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 0.4 | 0.3 | 0.2 | 1.8 | 1.9 | 1.9 | 1.9 |

REPORT OF THE COMMISSIONER OF LABOR Bureau of Employment Statistics, State of New York



| | AP | | | | CT | | | | Ext | | | | FOP | | | | Serv Maint | | | | Skil-Trd | | | |
|--------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------------|------|------|------|----------|------|------|------|
| Total | 884 | 1019 | 1046 | 1106 | 2149 | 1982 | 1957 | 1930 | 134 | 130 | 126 | 118 | 11 | 13 | 14 | 14 | 382 | 375 | 379 | 381 | 19 | 19 | 14 | 20 |
| Cauc/Other | 801 | 918 | 941 | 1004 | 1926 | 1766 | 1740 | 1710 | 87 | 76 | 73 | 68 | 10 | 12 | 12 | 12 | 249 | 250 | 250 | 256 | 17 | 17 | 13 | 19 |
| Black | 47 | 56 | 61 | 59 | 120 | 114 | 111 | 112 | 37 | 44 | 41 | 38 | 1 | 1 | 2 | 2 | 84 | 76 | 74 | 71 | 1 | 1 | 0 | 0 |
| Asian/PI | 22 | 22 | 23 | 22 | 25 | 25 | 26 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 5 | 5 | 0 | 0 | 0 | 0 |
| Hispanic | 9 | 12 | 11 | 13 | 61 | 59 | 62 | 63 | 7 | 6 | 8 | 8 | 0 | 0 | 0 | 0 | 43 | 43 | 49 | 48 | 0 | 0 | 0 | 0 |
| Amer Ind | 5 | 11 | 10 | 8 | 17 | 18 | 18 | 20 | 3 | 4 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Min Total | 83 | 101 | 105 | 102 | 223 | 216 | 217 | 220 | 47 | 54 | 53 | 50 | 1 | 1 | 2 | 2 | 133 | 125 | 129 | 125 | 2 | 2 | 1 | 1 |
| % Cauc/Other | 90.6 | 90.1 | 90.0 | 90.8 | 89.6 | 89.1 | 88.9 | 88.6 | 64.9 | 58.5 | 57.9 | 57.6 | 90.9 | 92.3 | 85.7 | 85.7 | 65.2 | 66.7 | 66.0 | 67.2 | 89.5 | 89.5 | 92.9 | 95.0 |
| % Black | 5.3 | 5.5 | 5.8 | 5.3 | 5.6 | 5.8 | 5.7 | 5.8 | 27.6 | 33.8 | 32.5 | 32.2 | 9.1 | 7.7 | 14.3 | 14.3 | 22.0 | 20.3 | 19.5 | 18.6 | 5.3 | 5.3 | 0.0 | 0.0 |
| % Asian/PI | 2.5 | 2.2 | 2.2 | 2.0 | 1.2 | 1.3 | 1.3 | 1.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.3 | 1.3 | 1.3 | 1.3 | 0.0 | 0.0 | 0.0 | 0.0 |
| % Hispanic | 1.0 | 1.2 | 1.1 | 1.2 | 2.8 | 3.0 | 3.2 | 3.3 | 5.2 | 4.6 | 6.3 | 6.8 | 0.0 | 0.0 | 0.0 | 0.0 | 11.3 | 11.5 | 12.9 | 12.6 | 0.0 | 0.0 | 0.0 | 0.0 |
| % Amer Ind | 0.6 | 1.1 | 1.0 | 0.7 | 0.8 | 0.9 | 0.9 | 1.0 | 2.2 | 3.1 | 3.2 | 3.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 0.3 | 0.3 | 0.3 | 5.3 | 5.3 | 7.1 | 5.0 |
| % Min Total | 9.4 | 9.9 | 10.0 | 9.2 | 10.4 | 10.9 | 11.1 | 11.4 | 35.1 | 41.5 | 42.1 | 42.4 | 9.1 | 7.7 | 14.3 | 14.3 | 34.8 | 33.3 | 34.0 | 32.8 | 10.5 | 10.5 | 7.1 | 5.0 |

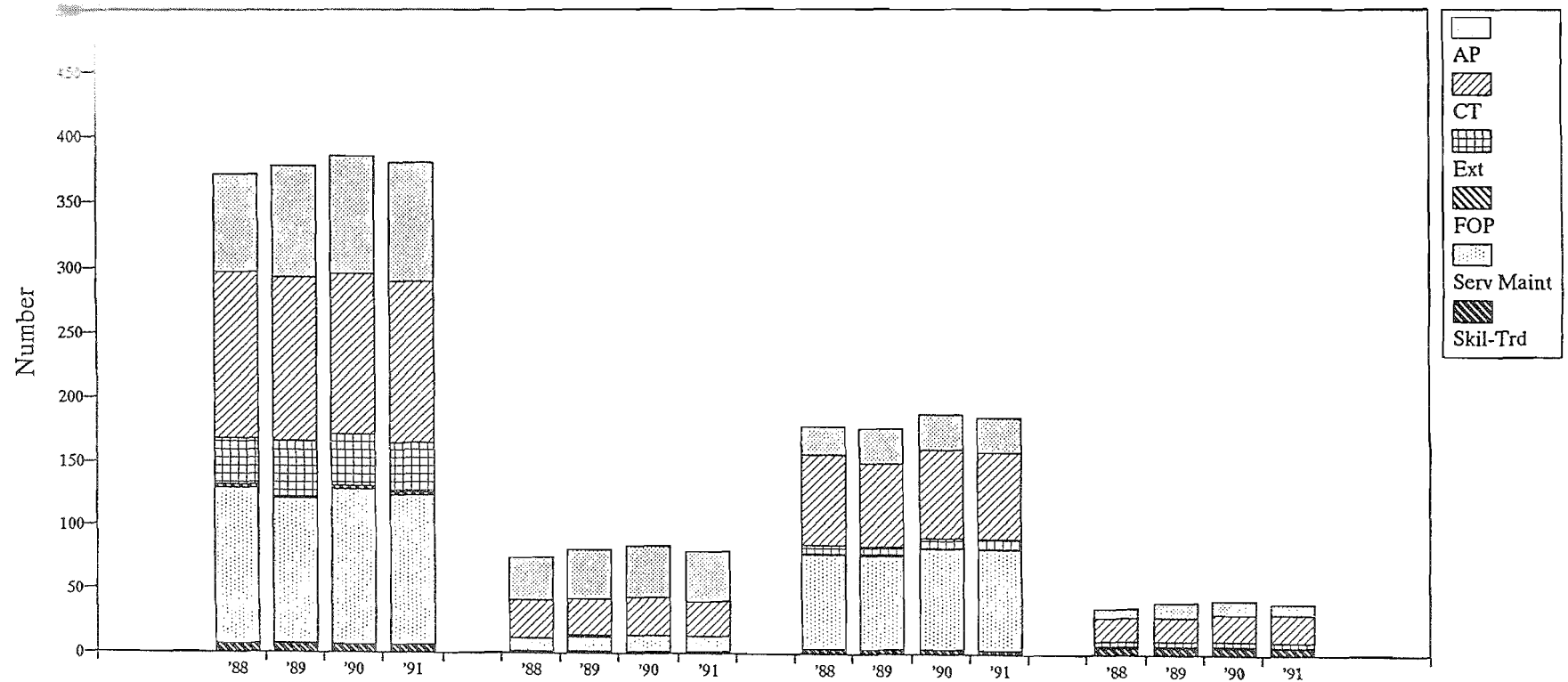
SUPPORT STAFF WORKFORCE 1988-91 Minorities by Ethnic ID and Gender III-7



| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | |
|---------|-------|------|------|------|----------|------|------|------|----------|-----|------|------|----------|------|------|----|
| Total | 374 | 380 | 388 | 383 | 76 | 82 | 86 | 82 | 181 | 179 | 191 | 188 | 39 | 43 | 44 | 42 |
| Men | 84 | 88 | 99 | 101 | 24 | 30 | 32 | 30 | 61 | 59 | 61 | 56 | 12 | 8 | 10 | 8 |
| Women | 290 | 292 | 289 | 282 | 52 | 52 | 54 | 52 | 120 | 120 | 130 | 132 | 27 | 35 | 34 | 34 |
| % Men | 22.5 | 23.2 | 25.5 | 26.4 | 31.6 | 36.6 | 37.2 | 36.6 | 33.7 | 33 | 31.9 | 29.8 | 30.8 | 18.6 | 22.7 | 19 |
| % Women | 77.5 | 76.8 | 74.5 | 73.6 | 68.4 | 63.4 | 62.8 | 63.4 | 66.3 | 67 | 68.1 | 70.2 | 69.2 | 81.4 | 77.3 | 81 |

SUPPORT STAFF WORKFORCE 1988-91

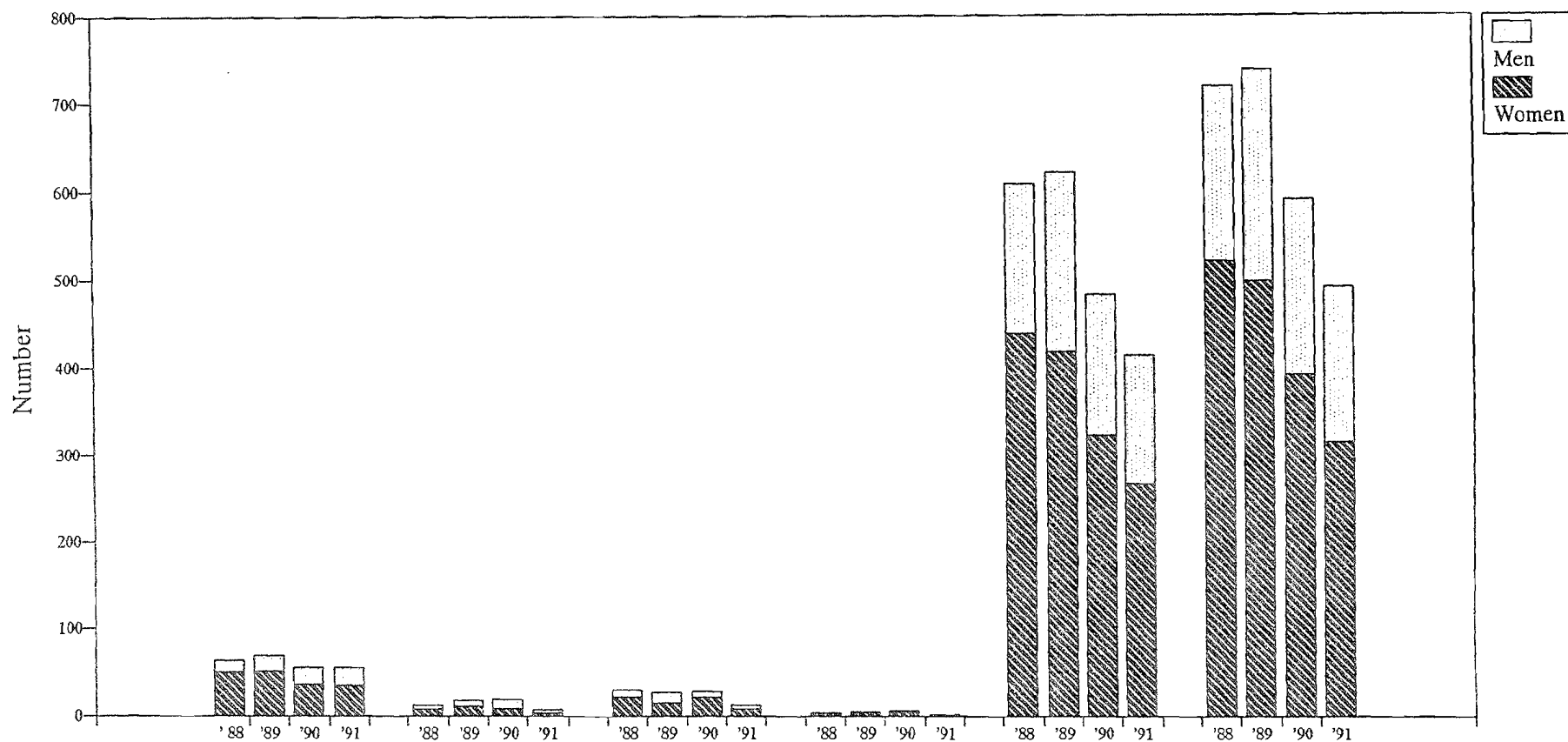
Minorities by Ethnic ID and Employment Category III-8



| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | |
|--------------|-------|------|------|------|----------|------|------|------|----------|------|------|------|----------|------|------|------|
| Total | 374 | 380 | 388 | 383 | 76 | 82 | 86 | 82 | 181 | 179 | 191 | 188 | 39 | 43 | 44 | 42 |
| AP | 75 | 86 | 91 | 92 | 34 | 39 | 41 | 40 | 23 | 28 | 29 | 28 | 8 | 12 | 11 | 9 |
| CT | 130 | 127 | 125 | 126 | 30 | 29 | 30 | 28 | 72 | 66 | 70 | 69 | 19 | 19 | 21 | 22 |
| Ext | 37 | 44 | 41 | 39 | 0 | 1 | 0 | 0 | 7 | 6 | 8 | 8 | 4 | 4 | 4 | 4 |
| FOP | 3 | 2 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| Serv Maint | 122 | 114 | 122 | 117 | 10 | 11 | 13 | 12 | 74 | 73 | 79 | 79 | 3 | 3 | 3 | 2 |
| Skil-Trd | 7 | 7 | 6 | 6 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 |
| % AP | 20.1 | 22.6 | 23.5 | 24.0 | 44.7 | 47.6 | 47.7 | 48.8 | 12.7 | 15.6 | 15.2 | 14.9 | 20.5 | 27.9 | 25.0 | 21.4 |
| % CT | 34.8 | 33.4 | 32.2 | 32.9 | 39.5 | 35.4 | 34.9 | 34.1 | 39.8 | 36.9 | 36.6 | 36.7 | 48.7 | 44.2 | 47.7 | 52.4 |
| % Ext | 9.9 | 11.6 | 10.6 | 10.2 | 0.0 | 1.2 | 0.0 | 0.0 | 3.9 | 3.4 | 4.2 | 4.3 | 10.3 | 9.3 | 9.1 | 9.5 |
| % FOP | 0.8 | 0.5 | 0.8 | 0.8 | 1.3 | 1.2 | 1.2 | 1.2 | 0.6 | 1.1 | 0.5 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| % Serv Maint | 32.6 | 30.0 | 31.4 | 30.5 | 13.2 | 13.4 | 15.1 | 14.6 | 40.9 | 40.8 | 41.4 | 42.0 | 7.7 | 7.0 | 6.8 | 4.8 |
| % Skil-Trd | 1.9 | 1.8 | 1.5 | 1.6 | 1.3 | 1.2 | 1.2 | 1.2 | 2.2 | 2.2 | 2.1 | 1.6 | 12.8 | 11.6 | 11.4 | 11.9 |

SUPPORT STAFF WORKFORCE 1988-91

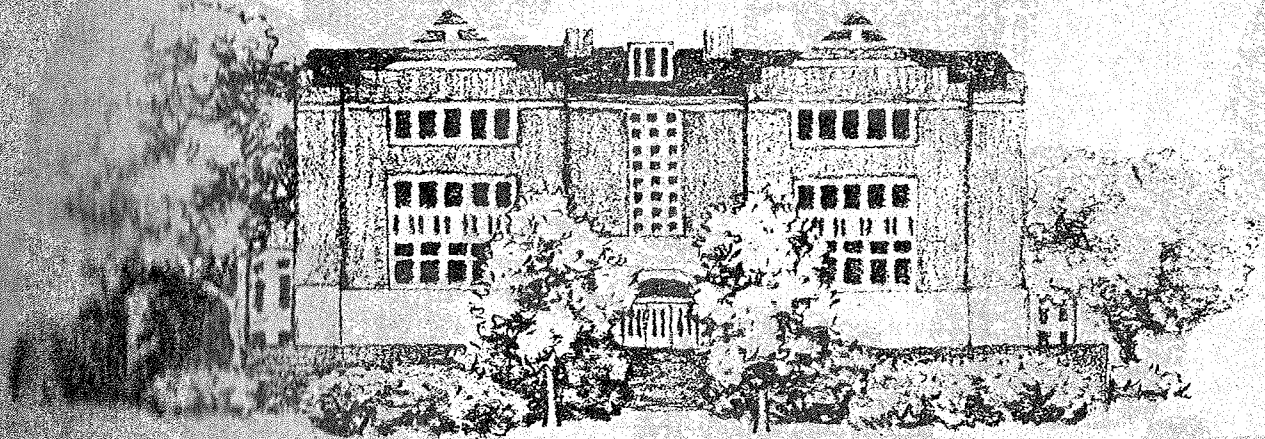
Regular New Hires by Ethnic ID and Gender III-9

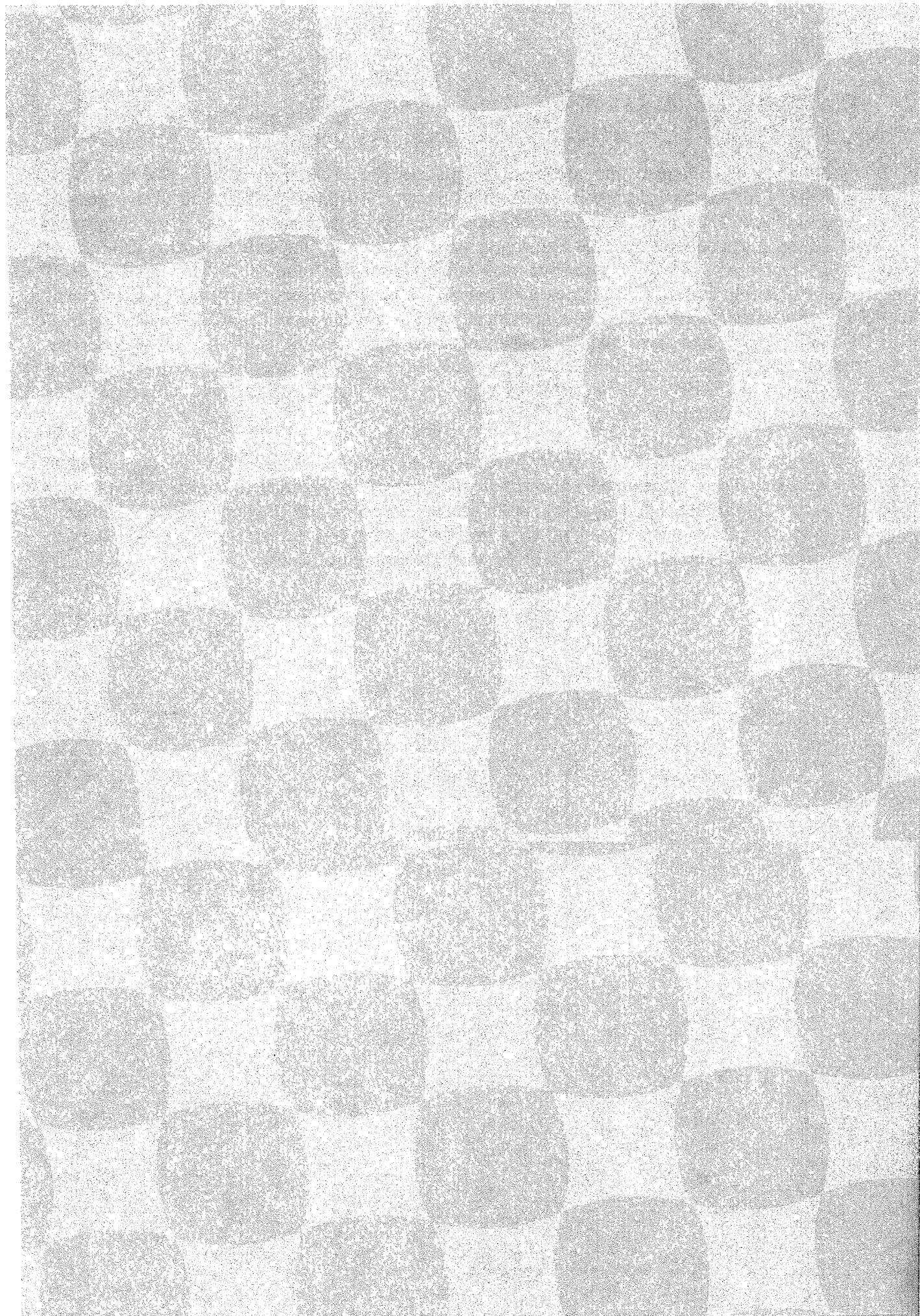


| | Black | | | | Asian/PI | | | | Hispanic | | | | Amer Ind | | | | Cauc/Other | | | | Total | | | |
|---------|-------|------|------|------|----------|-----|-----|-----|----------|-----|-----|-----|----------|-----|-----|-----|------------|------|------|------|-------|------|------|------|
| Total | 64 | 68 | 56 | 57 | 14 | 18 | 19 | 7 | 30 | 27 | 28 | 14 | 4 | 5 | 7 | 2 | 609 | 621 | 483 | 414 | 721 | 739 | 593 | 494 |
| Men | 14 | 17 | 20 | 22 | 5 | 7 | 11 | 4 | 9 | 12 | 7 | 5 | 1 | 0 | 2 | 0 | 171 | 204 | 161 | 148 | 200 | 240 | 201 | 179 |
| Women | 50 | 51 | 36 | 35 | 9 | 11 | 8 | 3 | 21 | 15 | 21 | 9 | 3 | 5 | 5 | 2 | 438 | 417 | 322 | 266 | 521 | 499 | 392 | 315 |
| % Total | 8.9 | 9.2 | 9.4 | 11.5 | 1.9 | 2.4 | 3.2 | 1.4 | 4.2 | 3.7 | 4.7 | 2.8 | 0.6 | 0.7 | 1.2 | 0.4 | 84.5 | 84.0 | 81.5 | 83.8 | 100 | 100 | 100 | 100 |
| % Men | 7.0 | 7.1 | 10.0 | 12.3 | 2.5 | 2.9 | 5.5 | 2.2 | 4.5 | 5.0 | 3.5 | 2.8 | 0.5 | 0.0 | 1.0 | 0.0 | 85.5 | 85.0 | 80.1 | 82.7 | 27.7 | 32.5 | 33.9 | 36.2 |
| % Women | 8.1 | 10.0 | 9.4 | 11.1 | 1.7 | 2.2 | 2.0 | 1.0 | 4.0 | 3.0 | 5.4 | 2.9 | 0.6 | 1.0 | 1.3 | 0.6 | 84.1 | 83.6 | 82.1 | 84.4 | 72.3 | 67.5 | 66.1 | 63.8 |

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IV. STUDENT ENROLLMENT

Information pertaining to the enrollment of minority and women students at Michigan State University for the past decade is contained in the attached thirteen tables and twelve graphic presentations. Enrollment data for the decade indicates a significant increase in the enrollment of minority students on the East Lansing campus. Currently, minority student enrollment of 5,023 represents 12.6% of the on-campus affirmative action total of 39,716. In Fall 1981 minority enrollment of 3,224 represented only 7.7% of the University affirmative action total. Minority enrollment increased both numerically and in percentage of the affirmative action total for all groups, and have shown steady numerical increases from 1981. Only American Indian/Alaskan Native enrollments have experienced one year of negative growth. University enrollment has been relatively stable over the ten year period. Therefore, numerical gains translate into percentage gains.

Women as a percent of the University have increased from 48.8% in 1981 to the current value of 51.0%. There is continued growth in the number of graduate minority students with corresponding percentage increases both for affirmative action and University totals. Similarly, graduate women students attend MSU in greater numbers and percentages. In 1991 women graduate students constituted 47.7% of the total graduate enrollment.

SECTION A
TABLE IV-1
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
FALL TOTAL ENROLLMENTS BY COLLEGE*
(Excludes International Students)

| <u>College</u> | <u>1982</u> | <u>1983</u> | <u>1984</u> | <u>1985</u> | <u>1986</u> | <u>1987</u> | <u>1988</u> | <u>1989</u> | <u>1990</u> | <u>1991</u> |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Agric. & Natural Resources | 3642 | 3201 | 2813 | 2772 | 2820 | 2754 | 2822 | 3000 | 3258 | 3391 |
| Arts and Letters | 2137 | 2060 | 2016 | 2135 | 2498 | 2783 | 2917 | 3016 | 3060 | 3107 |
| Broad Coll. of Business | 6796 | 6723 | 6827 | 7108 | 7334 | 7423 | 7767 | 7833 | 7184 | 6169 |
| Comm. Arts and Sciences | 3673 | 3942 | 3981 | 4041 | 3977 | 4078 | 4212 | 3944 | 3583 | 3164 |
| Education | 2220 | 2027 | 2002 | 2387 | 2643 | 2535 | 2372 | 2346 | 2297 | 2362 |
| Engineering | 4458 | 4484 | 4341 | 4129 | 4010 | 3711 | 3585 | 3625 | 3739 | 3806 |
| Human Ecology | 1457 | 1421 | 1507 | 1578 | 1528 | 1599 | 1516 | 1409 | 1319 | 1296 |
| Human Medicine | 481 | 475 | 460 | 478 | 471 | 455 | 458 | 456 | 455 | 470 |
| James Madison | 861 | 817 | 929 | 1024 | 1027 | 1005 | 1028 | 1031 | 1063 | 1054 |
| Natural Science | 4540 | 4608 | 4568 | 4266 | 4085 | 3830 | 3778 | 3836 | 4085 | 4257 |
| Nursing | 607 | 672 | 652 | 535 | 472 | 436 | 388 | 366 | 428 | 486 |
| Osteopathic Medicine | 428 | 457 | 514 | 511 | 512 | 520 | 526 | 517 | 530 | 523 |
| Social Science | 3885 | 3610 | 3668 | 3726 | 3919 | 4299 | 4685 | 5156 | 5607 | 5748 |
| Urban Affairs Program ¹ | 16 | 2 | - | - | - | - | - | - | - | - |
| Veterinary Medicine | 994 | 943 | 898 | 859 | 843 | 790 | 788 | 759 | 774 | 778 |
| No Preference | 2377 | 2441 | 2681 | 2923 | 3103 | 3209 | 3155 | 2768 | 2548 | 2554 |
| Unclassified | 379 | 448 | 519 | 539 | 578 | 489 | 458 | 490 | 530 | 509 |
| Postdoctoral Students | - | - | - | - | - | - | - | - | - | 42 |
| AFFIRMATIVE ACTION TOTAL | 38951 | 38331 | 38376 | 39011 | 39820 | 39916 | 40455 | 40552 | 40460 | 39716 |
| Plus: International Students | 1639 | 1747 | 1853 | 1984 | 2051 | 2148 | 2201 | 2270 | 2282 | 2372 |
| UNIVERSITY TOTAL | 40627 | 40122 | 40272 | 41032 | 41897 | 42096 | 42695 | 42866 | 42785 | 42088 |

*Includes undergraduate, graduate, and graduate-professional.

¹ College of Urban Development prior to Fall 1982.

Source: Office of the Registrar - official enrollment figures.

University of North Carolina at Chapel Hill
 Department of Student Services
 Enrollment Services
 Fall Term

| | Enrollment | Cost | Fees | UNDERGRADUATE | | | | | | | | GRADUATE | | | | | | | |
|---------------------|------------|--------|-------|---------------|------|------|------|------|-------|------|------|----------|-----------|------|------|-------|----------|--------|---------|
| | | | | Fresh | Soph | Jr | Sr | Spec | TOTAL | FTDC | FTF | TUG | Grad Prof | Mast | Dr | TOTAL | New Mast | New Dr | New G-P |
| FALL 1989 | | | | | | | | | | | | | | | | | | | |
| Am. Ind./Alas. Nat. | 160 | .37 | 90 | 47 | 35 | 20 | 28 | 1 | 131 | 36 | 33 | 4 | 5 | 17 | 7 | 29 | 4 | 1 | 1 |
| Black | 2863 | 6.68 | 1814 | 1095 | 594 | 462 | 375 | 16 | 2542 | 543 | 542 | 46 | 69 | 159 | 95 | 323 | 57 | 12 | 13 |
| Hispanic | 661 | 1.54 | 344 | 191 | 125 | 103 | 86 | 2 | 507 | 124 | 125 | 28 | 50 | 56 | 48 | 154 | 10 | 6 | 11 |
| Chicano | 256 | .60 | 136 | 89 | 46 | 36 | 37 | 1 | 209 | 54 | 55 | 11 | 22 | 12 | 13 | 47 | 2 | 2 | 6 |
| Other Hispanic | 405 | .94 | 208 | 102 | 79 | 67 | 49 | 1 | 298 | 70 | 70 | 17 | 28 | 44 | 35 | 107 | 8 | 4 | 5 |
| Asian/Pacific Is. | 858 | 2.00 | 377 | 198 | 201 | 136 | 139 | 8 | 682 | 149 | 146 | 31 | 56 | 70 | 50 | 176 | 28 | 2 | 14 |
| MINORITY TOTAL | 4544 | 10.60 | 2625 | 1531 | 955 | 721 | 628 | 27 | 3862 | 852 | 846 | 109 | 180 | 302 | 200 | 682 | 99 | 21 | 39 |
| Non-Resident Alien | 2270 | 5.30 | 770 | 75 | 67 | 83 | 113 | 97 | 435 | 54 | 51 | 48 | 5 | 872 | 958 | 1835 | 271 | 145 | 4 |
| Post Doctoral | 44 | .10 | 18 | - | - | - | - | - | - | - | - | - | - | - | 44 | 44 | - | 30 | - |
| No Response | 378 | .88 | 178 | 58 | 40 | 50 | 25 | 23 | 196 | 29 | 33 | 36 | 14 | 123 | 45 | 182 | 50 | 15 | 6 |
| Other | 61 | .14 | 29 | 17 | 12 | 10 | 8 | 0 | 47 | 9 | 9 | 2 | 3 | 10 | 1 | 14 | 1 | 1 | 1 |
| White | 35569 | 82.98 | 18275 | 7668 | 7980 | 7511 | 6961 | 169 | 30289 | 5497 | 5659 | 1759 | 1113 | 2781 | 1386 | 5280 | 869 | 197 | 262 |
| TOTAL ON-CAMPUS | 42866 | 100.00 | 21895 | 9349 | 9054 | 8375 | 7735 | 316 | 34829 | 6441 | 6598 | 1954 | 1315 | 4088 | 2634 | 8037 | 1290 | 409 | 312 |
| FALL 1990 | | | | | | | | | | | | | | | | | | | |
| Am. Ind./Alas. Nat. | 196 | .46 | 112 | 55 | 44 | 36 | 28 | 1 | 164 | 36 | 38 | 7 | 7 | 16 | 9 | 32 | 4 | 1 | 3 |
| Black | 2944 | 6.88 | 1870 | 1029 | 652 | 499 | 406 | 13 | 2599 | 515 | 512 | 42 | 79 | 167 | 99 | 345 | 52 | 21 | 21 |
| Hispanic | 700 | 1.64 | 370 | 180 | 138 | 123 | 92 | 5 | 538 | 109 | 108 | 30 | 41 | 73 | 48 | 162 | 26 | 3 | 6 |
| Chicano | 265 | .62 | 146 | 72 | 57 | 47 | 36 | 1 | 213 | 44 | 44 | 7 | 17 | 23 | 12 | 52 | 6 | - | 3 |
| Other Hispanic | 435 | 1.02 | 224 | 108 | 81 | 76 | 56 | 4 | 325 | 65 | 64 | 23 | 24 | 50 | 36 | 110 | 20 | 3 | 3 |
| Asian/Pacific Is. | 970 | 2.27 | 446 | 267 | 176 | 185 | 140 | 8 | 776 | 199 | 196 | 36 | 68 | 74 | 52 | 194 | 29 | 9 | 24 |
| MINORITY TOTAL | 4810 | 11.24 | 2798 | 1531 | 1010 | 843 | 666 | 27 | 4077 | 859 | 854 | 115 | 195 | 330 | 208 | 733 | 111 | 34 | 54 |
| Non-Resident Alien | 2282 | 5.33 | 817 | 92 | 63 | 80 | 99 | 108 | 442 | 52 | 51 | 46 | 5 | 852 | 983 | 1840 | 279 | 135 | 3 |
| Post Doctoral | 43 | .10 | 19 | - | - | - | - | - | - | - | - | - | - | - | 43 | 43 | - | - | - |
| No Response | 444 | 1.04 | 223 | 58 | 31 | 31 | 24 | 35 | 179 | 46 | 36 | 28 | 12 | 206 | 47 | 265 | 117 | 17 | 5 |
| Other | 82 | .19 | 40 | 8 | 13 | 21 | 13 | 1 | 56 | 4 | 4 | 2 | 4 | 16 | 6 | 26 | 6 | 1 | 2 |
| White | 35124 | 82.09 | 17959 | 7309 | 7582 | 7410 | 7427 | 152 | 29880 | 5361 | 5506 | 1542 | 1124 | 2740 | 1380 | 5244 | 834 | 187 | 283 |
| TOTAL ON-CAMPUS | 42785 | 100.00 | 21856 | 8998 | 8699 | 8385 | 8229 | 323 | 34634 | 6322 | 6451 | 1733 | 1340 | 4144 | 2667 | 8151 | 1347 | 374 | 347 |
| FALL 1991 | | | | | | | | | | | | | | | | | | | |
| Am. Ind./Alas. Nat. | 202 | .48 | 118 | 61 | 29 | 33 | 42 | - | 165 | 32 | 32 | 7 | 8 | 15 | 14 | 37 | 2 | - | 2 |
| Black | 2950 | 7.01 | 1864 | 944 | 596 | 527 | 462 | 13 | 2542 | 503 | 501 | 45 | 79 | 195 | 134 | 408 | 61 | 31 | 19 |
| Hispanic | 761 | 1.81 | 406 | 189 | 149 | 143 | 100 | 3 | 584 | 122 | 124 | 34 | 40 | 85 | 52 | 177 | 27 | 9 | 11 |
| Chicano | 273 | .65 | 148 | 70 | 55 | 51 | 38 | 2 | 216 | 44 | 45 | 14 | 21 | 27 | 9 | 57 | 7 | 2 | 6 |
| Other Hispanic | 488 | 1.16 | 258 | 119 | 94 | 92 | 62 | 1 | 368 | 78 | 79 | 20 | 19 | 58 | 43 | 120 | 20 | 7 | 5 |
| Asian/Pacific Is. | 1110 | 2.64 | 526 | 304 | 219 | 181 | 193 | 6 | 903 | 230 | 230 | 39 | 71 | 86 | 50 | 207 | 30 | 4 | 19 |
| MINORITY TOTAL | 5023 | 11.93 | 2914 | 1498 | 993 | 884 | 797 | 22 | 4194 | 887 | 887 | 125 | 198 | 381 | 250 | 829 | 120 | 44 | 51 |
| Non-Resident Alien | 2372 | 5.64 | 884 | 93 | 75 | 75 | 102 | 123 | 468 | 62 | 55 | 35 | 6 | 866 | 1032 | 1904 | 261 | 149 | 2 |
| No Response | 325 | .77 | 135 | 67 | 31 | 33 | 14 | 24 | 169 | 51 | 56 | 40 | 11 | 79 | 66 | 156 | 44 | 39 | 2 |
| Other | 105 | .25 | 56 | 18 | 20 | 20 | 22 | 2 | 82 | 6 | 16 | 8 | 5 | 13 | 5 | 23 | 2 | 1 | 3 |
| White | 34263 | 81.41 | 17460 | 6916 | 6891 | 7044 | 7725 | 195 | 28771 | 5169 | 5313 | 1470 | 1113 | 2911 | 1468 | 5492 | 784 | 210 | 222 |
| TOTAL ON-CAMPUS | 42088 | 100.00 | 21449 | 8592 | 8010 | 8056 | 8660 | 366 | 33684 | 6175 | 6327 | 1678 | 1333 | 4250 | 2821 | 8404 | 1211 | 443 | 280 |

Total On-Campus figures obtained from Enrollment Reports - Office of the Registrar. FTDCU includes all first time undergraduates (except Agricultural Technology and English Language Center). Included are LEP-Unclassified, students continuing from Agricultural Technology, LEP, or ELC programs. FTF includes first time undergraduates at the freshman class level. This includes Agricultural Technology first time freshmen.

SECTION A
TABLE IV-3
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
TOTAL FALL MINORITY ENROLLMENT BY COLLEGE¹

| College ² | 1982 | | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|----------------------------|------|-------|------|-------|------|-------|------|-------|------|-------|------|-------|------|-------|------|-------|------|-------|------|-------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Nat. Res | 183 | 5.5 | 184 | 5.4 | 190 | 5.4 | 224 | 6.1 | 247 | 6.6 | 274 | 7.1 | 262 | 6.2 | 270 | 5.9 | 321 | 6.7 | 372 | 7.4 |
| Arts & Letters | 138 | 4.1 | 122 | 3.6 | 123 | 3.5 | 132 | 3.6 | 158 | 4.2 | 184 | 4.7 | 216 | 5.1 | 196 | 4.3 | 228 | 4.7 | 259 | 5.2 |
| Broad Coll. of Business | 417 | 12.5 | 418 | 12.2 | 474 | 13.5 | 514 | 14.1 | 593 | 15.9 | 655 | 16.9 | 788 | 18.5 | 894 | 19.7 | 859 | 17.9 | 812 | 16.2 |
| Comm. Arts/Sci | 341 | 10.3 | 368 | 10.7 | 369 | 10.5 | 397 | 10.9 | 386 | 10.3 | 382 | 9.9 | 438 | 10.3 | 428 | 9.4 | 431 | 9.0 | 410 | 8.2 |
| Education | 214 | 6.4 | 192 | 5.6 | 164 | 4.7 | 181 | 5.0 | 186 | 5.0 | 169 | 4.4 | 174 | 4.1 | 195 | 4.3 | 221 | 4.6 | 245 | 4.9 |
| Engineering | 447 | 13.4 | 502 | 14.6 | 508 | 14.4 | 503 | 13.8 | 514 | 13.8 | 553 | 14.3 | 587 | 13.8 | 624 | 13.7 | 675 | 14.0 | 665 | 13.2 |
| Human Ecology | 125 | 3.8 | 126 | 3.7 | 119 | 3.4 | 117 | 3.2 | 111 | 3.0 | 134 | 3.4 | 127 | 3.0 | 148 | 3.3 | 130 | 2.7 | 144 | 2.9 |
| Human Medicine | 72 | 2.2 | 82 | 2.4 | 91 | 2.6 | 98 | 2.7 | 102 | 2.7 | 99 | 2.5 | 89 | 2.1 | 91 | 2.0 | 101 | 2.1 | 101 | 2.0 |
| James Madison | 69 | 2.1 | 68 | 2.0 | 75 | 2.1 | 92 | 2.5 | 88 | 2.4 | 84 | 2.2 | 85 | 2.0 | 97 | 2.1 | 111 | 2.3 | 105 | 2.1 |
| Natural Sci. | 449 | 13.5 | 509 | 14.8 | 509 | 14.4 | 474 | 13.0 | 469 | 12.5 | 445 | 11.5 | 464 | 10.9 | 482 | 10.6 | 549 | 11.4 | 622 | 12.4 |
| Nursing | 82 | 2.5 | 81 | 2.4 | 90 | 2.6 | 62 | 1.7 | 52 | 1.4 | 46 | 1.2 | 48 | 1.1 | 55 | 1.2 | 70 | 1.5 | 77 | 1.5 |
| Osteo. Medicine | 70 | 2.1 | 64 | 1.9 | 67 | 1.9 | 75 | 2.1 | 74 | 2.0 | 76 | 2.0 | 83 | 1.9 | 75 | 1.7 | 83 | 1.7 | 86 | 1.7 |
| Social Science | 428 | 12.9 | 416 | 12.1 | 432 | 12.3 | 413 | 11.3 | 424 | 11.3 | 456 | 11.8 | 535 | 12.6 | 626 | 13.9 | 694 | 14.4 | 747 | 14.9 |
| Urban Aff Prg ² | 10 | .3 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Vet. Medicine | 55 | 1.7 | 54 | 1.6 | 57 | 1.6 | 54 | 1.5 | 49 | 1.3 | 47 | 1.2 | 54 | 1.3 | 51 | 1.1 | 65 | 1.3 | 69 | 1.4 |
| No Preference | 204 | 6.1 | 221 | 6.4 | 227 | 6.5 | 269 | 7.4 | 258 | 6.9 | 247 | 6.4 | 282 | 6.6 | 265 | 5.8 | 226 | 4.7 | 247 | 4.9 |
| Unclass.-LLE | 19 | 0.6 | 22 | 0.6 | 20 | 0.6 | 40 | 1.1 | 27 | 0.7 | 22 | 0.5 | 25 | .5 | 47 | 1.0 | 46 | 1.0 | 54 | 1.1 |
| Postdoctoral | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 8 | 0.0 |
| TOTAL | 3323 | 100.0 | 3430 | 100.0 | 3515 | 100.0 | 3645 | 100.0 | 3738 | 100.0 | 3873 | 100.0 | 4257 | 100.0 | 4544 | 100.0 | 4810 | 100.0 | 5023 | 100.0 |

¹Includes U.S. undergraduate, graduate, and graduate professional students only. Percentages refer to college percent of total. Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

²College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets.

Office of Planning and Budgets
TOTAL ENROLLMENT OF WOMEN AND PERCENT BY COLLEGE
Fall Term

| | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|--------------------------------------|--------|------|--------|------|--------|------|--------|------|--------|------|--------|------|--------|------|--------|------|--------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Nat. Res. | 1,085 | 33.9 | 986 | 35.1 | 1,016 | 36.7 | 1,051 | 37.3 | 959 | 34.8 | 986 | 34.9 | 1,018 | 33.9 | 1,120 | 34.4 | 1,239 | 36.5 |
| Arts & Letters | 1,271 | 61.7 | 1,192 | 59.1 | 1,236 | 57.9 | 1,451 | 58.1 | 1,644 | 59.1 | 1,721 | 59.0 | 1,806 | 59.9 | 1,829 | 59.8 | 1,815 | 58.4 |
| Broad Coll. of Business | 3,033 | 45.1 | 3,079 | 45.1 | 3,199 | 45.0 | 3,301 | 45.0 | 3,280 | 44.2 | 3,364 | 43.3 | 3,414 | 43.6 | 3,126 | 43.5 | 2,639 | 42.8 |
| Comm. Arts/Sci | 2,291 | 58.1 | 2,303 | 57.9 | 2,359 | 58.4 | 2,341 | 58.9 | 2,405 | 59.0 | 2,556 | 60.6 | 2,500 | 63.4 | 2,284 | 63.7 | 2,023 | 63.9 |
| Education | 1,429 | 70.5 | 1,413 | 70.6 | 1,733 | 72.6 | 2,008 | 76.0 | 1,982 | 78.2 | 1,870 | 78.8 | 1,859 | 79.2 | 1,805 | 78.6 | 1,834 | 77.6 |
| Engineering | 1,062 | 23.7 | 1,022 | 23.5 | 882 | 21.4 | 854 | 21.3 | 772 | 20.8 | 732 | 20.4 | 786 | 21.7 | 816 | 21.8 | 851 | 22.4 |
| Human Ecology | 1,306 | 91.9 | 1,382 | 91.7 | 1,441 | 91.3 | 1,409 | 92.2 | 1,471 | 92.0 | 1,385 | 91.4 | 1,282 | 91.0 | 1,213 | 92.0 | 1,207 | 93.1 |
| Human Medicine | 213 | 44.8 | 201 | 43.7 | 223 | 46.7 | 226 | 48.0 | 219 | 48.1 | 232 | 50.7 | 222 | 48.7 | 223 | 49.0 | 232 | 49.4 |
| Residential Colleges ¹ | 378 | 46.3 | 451 | 48.5 | 528 | 51.6 | 528 | 51.4 | 527 | 52.4 | 535 | 52.0 | 555 | 53.8 | 580 | 54.6 | 577 | 54.7 |
| Natural Sci. | 1,852 | 40.2 | 1,902 | 41.6 | 1,849 | 43.3 | 1,812 | 44.4 | 1,723 | 45.0 | 1,726 | 45.7 | 1,770 | 46.1 | 1,888 | 46.2 | 1,956 | 45.9 |
| Nursing ² | 656 | 97.6 | 627 | 96.2 | 519 | 97.0 | 462 | 98.0 | 420 | 96.3 | 370 | 95.4 | 347 | 94.8 | 399 | 93.2 | 452 | 93.0 |
| Osteo. Medicine | 162 | 33.4 | 189 | 36.8 | 190 | 37.2 | 185 | 36.1 | 191 | 36.7 | 196 | 37.3 | 194 | 37.5 | 208 | 39.2 | 194 | 37.1 |
| Social Science | 1,935 | 53.6 | 2,026 | 55.2 | 2,098 | 56.3 | 2,191 | 55.9 | 2,391 | 55.6 | 2,687 | 57.4 | 2,974 | 57.7 | 3,231 | 57.6 | 3,247 | 56.5 |
| Urban Aff Prg ³ | 1 | 50.0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Vet. Medicine | 553 | 58.6 | 537 | 59.8 | 501 | 58.3 | 521 | 61.8 | 505 | 63.9 | 516 | 65.5 | 506 | 66.7 | 527 | 68.1 | 530 | 68.1 |
| No Preference | 1,440 | 59.0 | 1,617 | 60.3 | 1,737 | 59.4 | 1,869 | 60.2 | 1,851 | 57.7 | 1,866 | 59.1 | 1,587 | 57.3 | 1,452 | 57.0 | 1,424 | 55.8 |
| Unclassified | 249 | 55.6 | 291 | 56.1 | 319 | 59.2 | 352 | 60.9 | 311 | 63.6 | 268 | 58.5 | 287 | 58.6 | 319 | 60.2 | 325 | 63.9 |
| AFF. AC. TOTAL | 18,916 | | 19,218 | | 19,830 | | 20,561 | | 20,651 | | 21,010 | | 21,107 | | 21,020 | | 20,545 | |
| Plus: | | | | | | | | | | | | | | | | | | |
| Foreign | 460 | | 520 | | 546 | | 568 | | 618 | | 672 | | 770 | | 817 | | 880 | |
| Postdoc. | 13 | | 17 | | 23 | | 9 | | 8 | | 12 | | 18 | | 19 | | 24 | |
| UNIV. TOTAL | 19,389 | 48.3 | 19,755 | 49.1 | 20,399 | 49.7 | 21,138 | 50.5 | 21,277 | 50.5 | 21,694 | 50.8 | 21,895 | 51.1 | 21,865 | 51.1 | 21,449 | 51.0 |

1. Residential colleges include James Madison and Lyman Briggs for 1973-78. James Madison and Lyman Briggs, 1979-81.
James Madison, 1982-current.

2. Nursing included in Natural Science prior to 1980.

3. College of Urban Development prior to 1982.

Source: Office of the Registrar, official enrollment reports
Office of Planning and Budgets, Minority Census

SECTION A
TABLE IV-5
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Graduate Minority Students
Fall Terms
Number and Percent

| College | 1987 | | | | | 1988 | | | | | 1989 | | | | | 1990 | | | | | 1991 | | | | |
|-------------------------|----------|-----|-----|-------|-------|----------|-----|-----|-------|-------|----------|-----|-----|-------|-------|----------|-----|-----|-------|-------|----------|-----|-----|-------|-------|
| | Minority | | | | | Minority | | | | | Minority | | | | | Minority | | | | | Minority | | | | |
| | Mas | Doc | G-P | Total | % Tot | Mas | Doc | G-P | Total | % Tot | Mas | Doc | G-P | Total | % Tot | Mas | Doc | G-P | Total | % Tot | Mas | Doc | G-P | Total | % Tot |
| Agr & Nat Resources | 15 | 17 | - | 430 | 7.4 | 17 | 20 | - | 436 | 8.5 | 21 | 19 | - | 407 | 9.8 | 21 | 18 | - | 389 | 10.0 | 25 | 30 | - | 418 | 13.2 |
| Arts & Letters | 32 | 17 | - | 527 | 9.3 | 31 | 20 | - | 498 | 10.2 | 26 | 22 | - | 498 | 9.6 | 30 | 29 | - | 588 | 10.0 | 36 | 31 | - | 616 | 10.9 |
| Broad Coll. of Business | 38 | 11 | - | 642 | 7.6 | 39 | 6 | - | 627 | 7.2 | 50 | 9 | - | 614 | 9.6 | 64 | 9 | - | 671 | 10.9 | 62 | 13 | - | 659 | 11.4 |
| Comm. Arts & Sci. | 25 | 6 | - | 234 | 13.2 | 27 | 10 | - | 225 | 16.4 | 23 | 10 | - | 238 | 13.9 | 24 | 12 | - | 243 | 14.8 | 37 | 17 | - | 260 | 20.8 |
| Education | 53 | 53 | - | 1062 | 10.0 | 50 | 52 | - | 996 | 10.2 | 46 | 62 | - | 983 | 11.0 | 47 | 53 | - | 925 | 10.8 | 58 | 55 | - | 967 | 11.7 |
| Engineering | 22 | 9 | - | 226 | 13.7 | 23 | 9 | - | 224 | 14.3 | 21 | 11 | - | 241 | 13.3 | 23 | 12 | - | 261 | 13.4 | 28 | 15 | - | 292 | 14.7 |
| Human Ecology | 5 | 4 | - | 135 | 6.7 | 6 | 5 | - | 155 | 7.1 | 14 | 7 | - | 163 | 12.9 | 11 | 6 | - | 143 | 11.9 | 14 | 11 | - | 148 | 16.9 |
| Human Medicine | - | 3 | 96 | 455 | 21.8 | - | 2 | 87 | 458 | 19.4 | - | 2 | 89 | 456 | 20.0 | - | 1 | 100 | 455 | 22.2 | - | 1 | 100 | 470 | 21.5 |
| Natural Science | 17 | 25 | - | 493 | 8.5 | 19 | 29 | - | 513 | 9.4 | 11 | 29 | - | 510 | 7.8 | 10 | 36 | - | 491 | 9.4 | 14 | 37 | - | 509 | 10.0 |
| Nursing | 2 | - | - | 47 | 4.3 | 3 | - | - | 47 | 6.4 | 5 | - | - | 44 | 11.4 | 4 | - | - | 46 | 8.7 | 6 | - | - | 56 | 10.7 |
| Osteo. Medicine | 1 | 1 | 74 | 520 | 14.6 | 2 | 2 | 79 | 526 | 15.8 | 1 | 2 | 72 | 517 | 14.5 | - | 3 | 80 | 530 | 15.7 | 1 | 2 | 83 | 523 | 16.4 |
| Social Science | 39 | 30 | - | 609 | 11.3 | 36 | 23 | - | 584 | 10.1 | 48 | 23 | - | 661 | 10.7 | 65 | 23 | - | 653 | 13.5 | 58 | 24 | - | 692 | 11.8 |
| Veterinary Medicine | 1 | 5 | 18 | 439 | 5.5 | 2 | 4 | 18 | 439 | 5.5 | 2 | 4 | 19 | 425 | 5.9 | - | 6 | 15 | 433 | 4.8 | - | 6 | 15 | 426 | 4.9 |
| Unclassified | 13 | - | - | 412 | 3.2 | 19 | - | - | 388 | 4.9 | 34 | - | - | 401 | 8.5 | 31 | - | - | 440 | 7.0 | 42 | - | - | 422 | 10.0 |
| Postdoc.Min. | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 8 | - | 42 | 19.0 |
| AFF. ACTION TOTAL | 263 | 181 | 188 | 6231 | 10.1 | 274 | 182 | 184 | 6116 | 10.5 | 302 | 200 | 180 | 6158 | 11.1 | 330 | 208 | 195 | 6268 | 11.7 | 381 | 250 | 198 | 6500 | 12.8 |
| Plus: | | | | | | | | | | | | | | | | | | | | | | | | | |
| Foreign Students | - | - | - | 1686 | - | - | - | - | 1710 | - | - | - | - | 1835 | - | - | - | - | 1840 | - | - | - | - | 1904 | - |
| Postdoc. Students | - | - | - | 32 | - | - | - | - | 39 | - | - | - | - | 44 | - | - | - | - | 43 | - | - | - | - | - | - |
| UNIVERSITY TOTAL | 263 | 181 | 188 | 7949 | 8.0 | 274 | 182 | 184 | 7865 | 8.1 | 302 | 200 | 180 | 8037 | 8.5 | 330 | 208 | 195 | 8151 | 8.9 | 381 | 250 | 198 | 8404 | 9.9 |

Source: Office of the Registrar, official enrollment reports
Office of Planning and Budgets, Minority Census

MINNESOTA STATE UNIVERSITY
Office of Planning and Budgets
BLACK FALL ENROLLMENT AND PERCENT BY COLLEGE¹

| College ² | 1981 | | 1982 | | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|----------------------------|------|------|------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|---|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Nat. Res. | 128 | 69.9 | 130 | 70.7 | 141 | 74.2 | 166 | 74.1 | 191 | 77.3 | 203 | 74.1 | 187 | 71.4 | 185 | 68.5 | 197 | 61.4 | 233 | 62.6 | | |
| Arts & Letters | 85 | 61.6 | 76 | 62.3 | 79 | 64.2 | 87 | 65.9 | 100 | 63.3 | 101 | 54.9 | 112 | 51.9 | 105 | 53.6 | 116 | 50.9 | 134 | 51.7 | | |
| Broad Coll. of Business | 303 | 72.7 | 287 | 68.7 | 331 | 69.8 | 365 | 71.0 | 417 | 70.3 | 448 | 68.4 | 527 | 66.9 | 583 | 65.2 | 550 | 64.0 | 504 | 62.4 | | |
| Comm. Arts/Sci | 284 | 83.3 | 303 | 82.3 | 309 | 83.7 | 310 | 78.1 | 292 | 75.6 | 274 | 71.7 | 314 | 71.7 | 297 | 69.4 | 279 | 64.7 | 253 | 61.7 | | |
| Education | 141 | 65.9 | 131 | 68.2 | 102 | 62.2 | 116 | 64.1 | 115 | 61.8 | 107 | 63.3 | 113 | 64.9 | 126 | 64.6 | 130 | 58.8 | 152 | 62.0 | | |
| Engineering | 308 | 68.9 | 335 | 66.7 | 345 | 67.9 | 346 | 68.8 | 342 | 66.5 | 364 | 65.8 | 386 | 65.8 | 414 | 66.3 | 445 | 65.9 | 417 | 62.7 | | |
| Human Ecology | 94 | 75.2 | 94 | 74.6 | 89 | 74.8 | 85 | 72.6 | 77 | 69.4 | 87 | 64.9 | 81 | 63.8 | 92 | 62.2 | 80 | 61.5 | 86 | 59.7 | | |
| Human Medicine | 32 | 44.4 | 37 | 45.1 | 42 | 46.1 | 51 | 52.0 | 59 | 57.8 | 55 | 55.6 | 46 | 51.7 | 44 | 48.4 | 51 | 50.5 | 50 | 49.5 | | |
| James Madison | 53 | 76.8 | 51 | 75.0 | 56 | 74.7 | 58 | 63.0 | 56 | 63.6 | 49 | 58.3 | 47 | 55.3 | 58 | 59.8 | 67 | 60.4 | 54 | 51.4 | | |
| Natural Sci. | 278 | 61.9 | 321 | 63.1 | 304 | 59.7 | 264 | 55.7 | 270 | 57.6 | 246 | 55.3 | 256 | 55.2 | 274 | 56.8 | 301 | 54.8 | 329 | 52.9 | | |
| Nursing | 70 | 85.4 | 64 | 79.0 | 64 | 71.1 | 44 | 71.0 | 38 | 73.1 | 33 | 71.7 | 30 | 62.5 | 31 | 56.4 | 45 | 64.3 | 44 | 57.1 | | |
| Osteo. Medicine | 36 | 51.4 | 30 | 46.9 | 29 | 43.3 | 27 | 36.0 | 24 | 32.4 | 23 | 30.3 | 26 | 31.3 | 21 | 28.0 | 26 | 31.3 | 25 | 29.1 | | |
| Social Science | 326 | 76.2 | 323 | 77.6 | 317 | 73.4 | 304 | 73.6 | 290 | 68.4 | 310 | 68.0 | 369 | 69.0 | 432 | 69.0 | 477 | 68.7 | 496 | 66.4 | | |
| Urban Aff Prg ³ | 9 | 90.0 | 1 | 100.0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Vet. Medicine | 33 | 60.0 | 31 | 57.4 | 32 | 56.1 | 29 | 53.7 | 26 | 53.1 | 26 | 55.3 | 28 | 51.9 | 25 | 49.0 | 33 | 50.8 | 33 | 47.8 | | |
| No Preference | 157 | 77.0 | 170 | 77.0 | 164 | 72.3 | 180 | 66.9 | 173 | 67.1 | 160 | 64.8 | 169 | 59.9 | 156 | 58.9 | 122 | 54.0 | 109 | 44.1 | | |
| Unclassified-LLE | 12 | 63.2 | 12 | 54.5 | 12 | 60.0 | 21 | 52.5 | 18 | 66.7 | 12 | 54.5 | 12 | 48.0 | 22 | 46.8 | 25 | 54.3 | 28 | 51.9 | | |
| Postdoctoral | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | 37.5 | | |
| TOTAL | 2349 | | 2396 | | 2416 | | 2453 | | 2488 | | 2498 | | 2703 | | 2865 | | 2944 | | 2950 | | | |

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Black enrollment relative to total minority enrollment within each college (Table V-3). Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

²Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

³College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

SECTION A
TABLE IV-7

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
ASIAN/PACIFIC ISLANDER FALL ENROLLMENT AND PERCENT BY COLLEGE¹

| College ² | 1982 | | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|----------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Nat. Res. | 20 | 10.9 | 19 | 10.3 | 16 | 8.4 | 27 | 12.1 | 27 | 10.9 | 32 | 11.7 | 35 | 13.4 | 42 | 15.6 | 52 | 16.2 | 59 | 15.9 |
| Arts & Letters | 19 | 13.8 | 19 | 15.6 | 18 | 14.6 | 19 | 14.4 | 33 | 20.9 | 39 | 21.2 | 35 | 16.2 | 30 | 15.3 | 43 | 18.9 | 41 | 15.8 |
| Broad Coll. of Business | 63 | 15.1 | 70 | 16.7 | 68 | 14.4 | 81 | 15.8 | 104 | 17.5 | 132 | 20.2 | 160 | 20.3 | 185 | 20.7 | 181 | 21.1 | 184 | 22.7 |
| Comm. Arts/Sci | 12 | 3.5 | 9 | 2.4 | 20 | 5.4 | 32 | 8.1 | 32 | 8.3 | 41 | 10.7 | 50 | 11.4 | 56 | 13.1 | 65 | 15.1 | 73 | 17.8 |
| Education | 22 | 10.3 | 20 | 10.4 | 17 | 10.4 | 17 | 9.4 | 19 | 10.2 | 21 | 12.4 | 18 | 10.3 | 24 | 12.3 | 26 | 11.8 | 26 | 10.6 |
| Engineering | 88 | 19.7 | 112 | 22.3 | 110 | 21.6 | 116 | 23.0 | 120 | 23.3 | 136 | 24.6 | 143 | 24.4 | 146 | 23.4 | 165 | 24.4 | 181 | 27.2 |
| Human Ecology | 18 | 14.4 | 16 | 12.7 | 16 | 13.5 | 14 | 12.0 | 17 | 15.3 | 22 | 16.4 | 26 | 20.5 | 31 | 20.9 | 25 | 19.2 | 29 | 20.1 |
| Human Medicine | 10 | 13.9 | 12 | 14.6 | 15 | 16.5 | 18 | 18.4 | 16 | 15.7 | 16 | 16.2 | 15 | 16.9 | 17 | 18.7 | 21 | 20.8 | 25 | 24.8 |
| James Madison | 6 | 8.7 | 6 | 8.8 | 6 | 8.0 | 11 | 12.0 | 12 | 13.6 | 10 | 11.9 | 15 | 17.6 | 14 | 14.4 | 15 | 13.5 | 24 | 22.9 |
| Natural Sci. | 91 | 20.3 | 101 | 19.8 | 110 | 21.6 | 119 | 25.1 | 120 | 25.6 | 127 | 28.5 | 133 | 28.7 | 126 | 26.1 | 167 | 30.4 | 204 | 32.8 |
| Nursing | 6 | 7.3 | 8 | 9.9 | 13 | 14.5 | 7 | 11.3 | 6 | 11.5 | 5 | 10.9 | 8 | 16.7 | 13 | 23.6 | 15 | 21.4 | 20 | 26.0 |
| Osteo. Medicine | 18 | 25.7 | 20 | 31.3 | 21 | 31.3 | 24 | 32.0 | 28 | 37.8 | 31 | 40.8 | 37 | 44.6 | 35 | 46.7 | 44 | 53.0 | 44 | 51.2 |
| Social Science | 35 | 8.2 | 27 | 6.5 | 42 | 9.7 | 37 | 9.0 | 48 | 11.3 | 56 | 12.3 | 61 | 11.4 | 66 | 10.5 | 75 | 10.8 | 90 | 12.0 |
| Urban Aff Prg ³ | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Vet. Medicine | 3 | 5.5 | 7 | 13.0 | 7 | 12.3 | 9 | 16.7 | 8 | 16.3 | 6 | 12.8 | 9 | 16.7 | 9 | 17.6 | 10 | 15.4 | 13 | 18.8 |
| No Preference | 23 | 11.3 | 25 | 11.3 | 29 | 12.8 | 43 | 16.0 | 38 | 14.7 | 39 | 15.8 | 47 | 16.7 | 48 | 18.1 | 54 | 23.9 | 82 | 33.2 |
| Unclassified-LLE | 6 | 31.6 | 6 | 27.3 | 7 | 35.0 | 8 | 20.0 | 4 | 14.8 | 5 | 22.7 | 5 | 20.0 | 16 | 34.0 | 12 | 26.1 | 15 | 27.8 |
| Postdoctoral | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL | 440 | | 477 | | 515 | | 582 | | 632 | | 718 | | 797 | | 858 | | 970 | | 1110 | |

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Asian/Pacific Islander enrollment relative to total minority enrollment within each college (Table V-3). Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

²Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

MINORITY STUDENT ENROLLMENT AND PERCENT BY COLLEGE¹

| | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|----------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Agr. Fed. | 25 | 13.0 | 25 | 13.6 | 26 | 13.7 | 26 | 11.6 | 21 | 8.5 | 27 | 9.9 | 28 | 10.7 | 32 | 11.9 | 48 | 14.9 |
| Arts & Letters | 24 | 17.4 | 21 | 17.2 | 20 | 16.3 | 21 | 15.9 | 17 | 10.8 | 35 | 19.0 | 58 | 26.9 | 49 | 25.0 | 55 | 24.1 |
| Broad Coll. of Business | 39 | 9.3 | 49 | 11.7 | 65 | 13.7 | 57 | 11.1 | 59 | 9.9 | 61 | 9.3 | 81 | 10.3 | 103 | 11.5 | 102 | 11.9 |
| Comm. Arts/Sci | 35 | 10.3 | 48 | 13.0 | 33 | 9.0 | 47 | 11.8 | 57 | 14.8 | 57 | 14.9 | 60 | 13.7 | 64 | 15.0 | 69 | 16.0 |
| Education | 40 | 18.7 | 34 | 17.7 | 35 | 21.3 | 31 | 17.1 | 34 | 18.3 | 26 | 15.4 | 35 | 20.1 | 36 | 18.5 | 50 | 22.6 |
| Engineering | 45 | 10.1 | 43 | 8.6 | 42 | 8.3 | 32 | 6.4 | 38 | 7.4 | 41 | 7.4 | 44 | 7.5 | 48 | 7.7 | 46 | 6.8 |
| Human Ecology | 10 | 8.0 | 12 | 9.5 | 11 | 9.2 | 15 | 12.8 | 16 | 14.4 | 21 | 15.7 | 17 | 13.4 | 18 | 12.2 | 20 | 15.4 |
| Human Medicine | 24 | 33.3 | 24 | 29.3 | 22 | 24.2 | 24 | 24.5 | 23 | 22.5 | 27 | 27.3 | 27 | 30.3 | 29 | 31.9 | 26 | 25.7 |
| James Madison | 9 | 13.0 | 9 | 13.2 | 9 | 12.0 | 17 | 18.5 | 16 | 18.2 | 19 | 22.6 | 19 | 22.4 | 18 | 18.6 | 24 | 21.6 |
| Natural Sci. | 69 | 15.4 | 74 | 14.5 | 84 | 16.5 | 75 | 15.8 | 68 | 14.5 | 61 | 13.7 | 66 | 14.2 | 72 | 14.9 | 64 | 11.7 |
| Nursing | 3 | 3.7 | 6 | 7.4 | 10 | 11.1 | 9 | 14.5 | 8 | 15.4 | 6 | 13.0 | 5 | 10.4 | 7 | 12.7 | 6 | 8.6 |
| Osteo. Medicine | 11 | 15.7 | 8 | 12.5 | 11 | 16.4 | 17 | 22.7 | 18 | 24.3 | 19 | 25.0 | 17 | 20.5 | 16 | 21.3 | 12 | 14.5 |
| Social Science | 52 | 12.1 | 51 | 12.3 | 52 | 12.0 | 54 | 13.1 | 69 | 16.3 | 66 | 14.5 | 84 | 15.7 | 98 | 15.7 | 114 | 16.4 |
| Urban Aff Prg ³ | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Vet. Medicine | 14 | 25.4 | 9 | 16.7 | 11 | 19.3 | 12 | 22.2 | 13 | 26.5 | 13 | 27.7 | 15 | 27.8 | 14 | 27.5 | 17 | 26.1 |
| No Preference | 20 | 9.8 | 23 | 10.4 | 28 | 12.3 | 38 | 14.1 | 35 | 13.6 | 40 | 16.2 | 50 | 17.7 | 49 | 18.5 | 40 | 17.7 |
| Unclassified-LLE | 1 | 5.3 | 2 | 9.1 | 1 | 5.0 | 8 | 20.0 | 3 | 11.1 | 3 | 13.6 | 6 | 24.0 | 8 | 17.0 | 7 | 15.2 |
| Postdoctoral | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 4 | 50.0 |
| TOTAL | 421 | | 438 | | 460 | | 483 | | 495 | | 522 | | 612 | | 661 | | 700 | |

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Hispanic enrollment relative to total minority enrollment within each college (Table V-3). Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

²Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

³College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

SECTION A
TABLE IV-9

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

NATIVE AMERICAN FALL ENROLLMENT AND PERCENT BY COLLEGE¹

| College ² | 1982 | | 1983 | | 1984 | | 1985 | | 1986 | | 1987 | | 1988 | | 1989 | | 1990 | | 1991 | |
|----------------------------|------|------|------|------|------|------|------|-----|------|-----|------|-----|------|------|------|-----|------|-----|------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Ag. & Nat. Res. | 10 | 5.5 | 10 | 5.4 | 7 | 3.7 | 5 | 2.2 | 8 | 3.2 | 12 | 4.4 | 12 | 4.6 | 11 | 4.1 | 24 | 7.5 | 26 | 7.0 |
| Arts & Letters | 10 | 7.2 | 6 | 4.9 | 6 | 4.9 | 5 | 3.8 | 8 | 5.1 | 9 | 4.9 | 11 | 5.1 | 12 | 6.1 | 14 | 6.1 | 14 | 5.4 |
| Broad Coll. of Business | 12 | 2.9 | 12 | 2.9 | 10 | 2.1 | 11 | 2.1 | 13 | 2.2 | 14 | 2.1 | 20 | 2.5 | 23 | 2.6 | 26 | 3.0 | 19 | 2.3 |
| Comm. Arts/Sci | 10 | 2.9 | 8 | 2.2 | 7 | 1.9 | 8 | 2.0 | 5 | 1.3 | 10 | 2.6 | 14 | 3.2 | 11 | 2.6 | 18 | 4.2 | 20 | 4.9 |
| Education | 11 | 5.1 | 7 | 3.6 | 10 | 6.1 | 17 | 9.4 | 18 | 9.7 | 15 | 8.9 | 8 | 4.6 | 9 | 4.6 | 15 | 6.8 | 19 | 7.8 |
| Engineering | 6 | 1.3 | 12 | 2.4 | 11 | 2.2 | 9 | 1.8 | 14 | 2.7 | 12 | 2.2 | 14 | 2.4 | 16 | 2.6 | 19 | 2.8 | 11 | 1.7 |
| Human Ecology | 3 | 2.4 | 4 | 3.2 | 3 | 2.5 | 3 | 2.6 | 1 | .9 | 4 | 3.0 | 3 | 2.4 | 7 | 4.7 | 5 | 3.9 | 7 | 4.9 |
| Human Medicine | 6 | 8.3 | 9 | 11.0 | 12 | 13.2 | 5 | 5.1 | 4 | 3.9 | 1 | 1.0 | 1 | 1.1 | 1 | 1.1 | 3 | 3.0 | 3 | 3.0 |
| James Madison | 1 | 1.5 | 2 | 2.9 | 4 | 5.3 | 6 | 6.5 | 4 | 4.5 | 6 | 7.1 | 4 | 4.7 | 7 | 7.2 | 5 | 4.5 | 3 | 2.9 |
| Natural Sci. | 11 | 2.4 | 13 | 2.6 | 11 | 2.2 | 16 | 3.4 | 11 | 2.3 | 11 | 2.5 | 9 | 1.9 | 10 | 2.1 | 17 | 3.1 | 19 | 3.1 |
| Nursing | 3 | 3.7 | 3 | 3.7 | 3 | 3.3 | 2 | 3.2 | - | - | 2 | 4.3 | 5 | 10.4 | 4 | 7.3 | 4 | 5.7 | 5 | 6.5 |
| Osteo. Medicine | 5 | 7.1 | 6 | 9.4 | 6 | 9.0 | 7 | 9.3 | 4 | 5.4 | 3 | 3.9 | 3 | 3.6 | 3 | 4.0 | 1 | 1.2 | 2 | 2.3 |
| Social Science | 15 | 3.5 | 15 | 3.6 | 21 | 4.9 | 18 | 4.3 | 17 | 4.0 | 24 | 5.3 | 21 | 3.9 | 30 | 4.8 | 28 | 4.0 | 30 | 4.0 |
| Urban Aff Prg ³ | 1 | 10.0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Vet. Medicine | 5 | 9.1 | 7 | 13.0 | 7 | 12.3 | 4 | 7.4 | 2 | 4.1 | 2 | 4.3 | 2 | 3.7 | 3 | 5.9 | 5 | 7.7 | 7 | 10.1 |
| No Preference | 4 | 2.0 | 3 | 1.4 | 6 | 2.6 | 8 | 3.0 | 12 | 4.7 | 8 | 3.2 | 16 | 5.7 | 12 | 4.5 | 10 | 4.4 | 15 | 6.1 |
| Unclassified-LLE | - | - | 2 | 9.1 | 0 | - | 3 | 7.5 | 2 | 7.4 | 2 | 9.1 | 2 | 8.0 | 1 | 2.1 | 2 | 4.4 | 1 | 0.4 |
| Postdoctoral | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 12.5 |
| TOTAL | 113 | | 119 | | 124 | | 127 | | 123 | | 135 | | 145 | | 160 | | 196 | | 202 | |

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Native American enrollment relative to total minority enrollment within each college (Table V-3).

²Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

³Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.
College of Urban Development prior to Fall 1982.

Office of Planning and Budgets.

ALASKA STATE UNIVERSITY
Office of Planning and Budgets
Undergraduate and Graduate Minority Students
Fall 1991

| | <u>1980</u> | <u>1981</u> | <u>1982</u> | <u>1983</u> | <u>1984</u> | <u>1985</u> | <u>1986</u> | <u>1987</u> | <u>1988</u> | <u>1989</u> | <u>1990</u> | <u>1991</u> |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <u>UNDERGRADUATE</u> | | | | | | | | | | | | |
| American Indian/ Alaskan Native | 85 | 72 | 77 | 85 | 83 | 89 | 97 | 109 | 122 | 131 | 164 | 165 |
| Black | 2057 | 2050 | 2030 | 2071 | 2107 | 2135 | 2191 | 2211 | 2409 | 2542 | 2599 | 2542 |
| Hispanic | 225 | 263 | 290 | 314 | 333 | 349 | 347 | 364 | 459 | 507 | 538 | 584 |
| Asian Am./Pacific Islander | 252 | 263 | 307 | 339 | 386 | 440 | 489 | 557 | 627 | 682 | 776 | 903 |
| Total | 2619 | 2648 | 2704 | 2809 | 2909 | 3013 | 3124 | 3241 | 3617 | 3862 | 4077 | 4194 |
| <u>MASTER</u> | | | | | | | | | | | | |
| American Indian/ Alaskan Native | 12 | 14 | 15 | 11 | 13 | 16 | 12 | 16 | 15 | 17 | 16 | 15 |
| Black | 152 | 144 | 142 | 153 | 136 | 140 | 126 | 123 | 135 | 159 | 167 | 195 |
| Hispanic | 50 | 47 | 50 | 43 | 44 | 50 | 54 | 58 | 59 | 56 | 73 | 85 |
| Asian Am./Pacific Islander | 54 | 54 | 63 | 58 | 47 | 41 | 46 | 66 | 65 | 70 | 74 | 86 |
| Total | 268 | 259 | 270 | 265 | 240 | 247 | 238 | 263 | 274 | 302 | 330 | 381 |
| <u>DOCTORAL</u> | | | | | | | | | | | | |
| American Indian/ Alaskan Native | 8 | 5 | 9 | 6 | 8 | 9 | 6 | 5 | 4 | 7 | 9 | 14 |
| Black | 97 | 97 | 107 | 103 | 99 | 96 | 83 | 83 | 84 | 95 | 99 | 134 |
| Hispanic | 44 | 34 | 42 | 47 | 44 | 39 | 47 | 47 | 45 | 48 | 48 | 52 |
| Asian Am./Pacific Islander | 35 | 35 | 40 | 43 | 45 | 57 | 50 | 46 | 49 | 50 | 52 | 50 |
| Total | 184 | 171 | 198 | 199 | 196 | 201 | 186 | 181 | 182 | 200 | 208 | 250 |
| <u>GRAD.-PROFESSIONAL</u> | | | | | | | | | | | | |
| American Indian/ Alaskan Native | 5 | 7 | 12 | 17 | 20 | 13 | 8 | 5 | 4 | 5 | 7 | 8 |
| Black | 86 | 70 | 70 | 69 | 74 | 82 | 88 | 81 | 75 | 69 | 79 | 79 |
| Hispanic | 38 | 47 | 39 | 34 | 39 | 45 | 47 | 53 | 49 | 50 | 41 | 40 |
| Asian Am./Pacific Islander | 23 | 22 | 30 | 37 | 37 | 44 | 47 | 49 | 56 | 56 | 68 | 71 |
| Total | 152 | 146 | 151 | 157 | 170 | 184 | 190 | 188 | 184 | 180 | 195 | 198 |
| <u>TOTAL</u> | | | | | | | | | | | | |
| American Indian/ Alaskan Native | 110 | 98 | 113 | 119 | 124 | 127 | 123 | 135 | 145 | 160 | 196 | 202 |
| Black | 2392 | 2361 | 2349 | 2396 | 2416 | 2453 | 2488 | 2498 | 2703 | 2865 | 2944 | 2950 |
| Hispanic | 357 | 391 | 421 | 438 | 460 | 483 | 495 | 522 | 612 | 661 | 700 | 761 |
| Asian Am./Pacific Islander | 364 | 374 | 440 | 477 | 515 | 582 | 632 | 718 | 797 | 858 | 970 | 1110 |
| Total | 3223 | 3224 | 3323 | 3430 | 3515 | 3645 | 3738 | 3873 | 4257 | 4544 | 4810 | 5023 |

Source: Office of Planning and Budgets, Minority Census. All values exclude foreign students and, prior to 1991, postdoctoral students.

SECTION A
TABLE IV-11
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Graduate Women Students
Fall Terms
Number and Percent
of Total Graduate Enrollment

| College | 1987 | | | | | | 1988 | | | | | | 1989 | | | | | | 1990 | | | | | | 1991 | | | | | |
|-------------------------|-------|-----|-----|-------|-------|--|-------|-----|-----|-------|-------|--|-------|-----|-----|-------|-------|--|-------|-----|-----|-------|-------|--|-------|-----|-----|-------|-------|--|
| | Women | | | | | | Women | | | | | | Women | | | | | | Women | | | | | | Women | | | | | |
| | Mas | Doc | G-P | Total | % Tot | | Mas | Doc | G-P | Total | % Tot | | Mas | Doc | G-P | Total | % Tot | | Mas | Doc | G-P | Total | % Tot | | Mas | Doc | G-P | Total | % Tot | |
| Agric. & Nat. Resources | 82 | 51 | - | 430 | 30.9 | | 98 | 42 | - | 436 | 32.1 | | 106 | 41 | - | 407 | 36.1 | | 96 | 53 | - | 389 | 38.3 | | 94 | 63 | - | 418 | 37.6 | |
| Arts & Letters | 185 | 87 | - | 527 | 51.6 | | 169 | 88 | - | 498 | 51.6 | | 167 | 91 | - | 498 | 51.8 | | 213 | 112 | - | 588 | 55.3 | | 215 | 115 | - | 616 | 53.6 | |
| Broad Coll. of Bus. | 169 | 37 | - | 642 | 32.1 | | 156 | 33 | - | 627 | 30.1 | | 151 | 33 | - | 614 | 30.0 | | 182 | 34 | - | 671 | 32.2 | | 164 | 36 | - | 659 | 30.3 | |
| Comm. Arts & Sci. | 128 | 28 | - | 234 | 66.7 | | 132 | 27 | - | 225 | 70.7 | | 138 | 23 | - | 238 | 67.6 | | 137 | 33 | - | 243 | 70.0 | | 144 | 39 | - | 260 | 70.4 | |
| Education | 472 | 245 | - | 1062 | 67.5 | | 429 | 237 | - | 996 | 66.9 | | 400 | 254 | - | 983 | 66.5 | | 385 | 233 | - | 925 | 66.8 | | 420 | 241 | - | 967 | 68.4 | |
| Engineering | 19 | 7 | - | 226 | 11.5 | | 27 | 6 | - | 224 | 14.7 | | 26 | 8 | - | 241 | 14.1 | | 34 | 12 | - | 261 | 17.6 | | 43 | 12 | - | 292 | 18.8 | |
| Human Ecology | 72 | 43 | - | 135 | 85.2 | | 90 | 43 | - | 155 | 85.8 | | 93 | 43 | - | 163 | 83.4 | | 75 | 42 | - | 143 | 81.8 | | 72 | 48 | - | 148 | 81.1 | |
| Human Medicine | 1 | 9 | 209 | 455 | 48.1 | | 1 | 7 | 224 | 458 | 50.7 | | 1 | 7 | 214 | 456 | 48.7 | | - | 5 | 218 | 455 | 49.0 | | 2 | 7 | 223 | 470 | 49.4 | |
| Natural Science | 74 | 95 | - | 493 | 34.3 | | 64 | 106 | - | 513 | 33.1 | | 56 | 110 | - | 510 | 32.5 | | 51 | 106 | - | 491 | 32.0 | | 51 | 94 | - | 509 | 28.5 | |
| Nursing | 45 | - | - | 47 | 95.7 | | 45 | - | - | 47 | 95.7 | | 43 | - | - | 44 | 97.7 | | 45 | - | - | 46 | 97.8 | | 54 | - | - | 56 | 96.4 | |
| Osteopathic Medicine | 4 | 8 | 179 | 520 | 36.7 | | 4 | 9 | 183 | 526 | 37.3 | | 5 | 9 | 180 | 517 | 37.5 | | 5 | 10 | 193 | 530 | 39.2 | | 3 | 6 | 185 | 523 | 37.1 | |
| Social Science | 280 | 77 | - | 609 | 58.6 | | 280 | 65 | - | 584 | 59.1 | | 308 | 75 | - | 661 | 57.9 | | 310 | 79 | - | 653 | 59.6 | | 315 | 106 | - | 692 | 60.8 | |
| Veterinary Medicine | 4 | 11 | 237 | 439 | 57.4 | | 5 | 12 | 240 | 439 | 58.5 | | 5 | 9 | 247 | 425 | 61.4 | | 3 | 14 | 258 | 433 | 63.5 | | 5 | 15 | 256 | 426 | 64.8 | |
| Unclassified | 273 | - | - | 412 | 66.3 | | 251 | - | - | 388 | 64.7 | | 248 | - | - | 401 | 61.8 | | 286 | - | - | 440 | 65.0 | | 280 | - | - | 422 | 66.4 | |
| Postdoc. | - | 8 | - | 32 | - | | - | 12 | - | 39 | - | | - | 18 | - | 44 | - | | - | 19 | - | 43 | - | | - | 24 | - | 42 | 57.1 | |

AFFIRMATION

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------|------|-----|-----|------|------|--|------|-----|-----|------|------|--|------|-----|-----|------|------|--|------|------|-----|------|------|--|------|------|-----|------|------|--|
| TOTAL | 1808 | 706 | 625 | 6263 | 50.2 | | 1751 | 687 | 647 | 6155 | 50.2 | | 1747 | 721 | 641 | 6202 | 50.2 | | 1822 | 752 | 669 | 6311 | 51.4 | | 1862 | 806 | 664 | 6500 | 51.2 | |
| Black | 281 | 136 | - | 1686 | - | | 280 | 214 | - | 1710 | - | | 353 | 245 | 3 | 1835 | - | | 385 | 250 | 2 | 1840 | - | | 406 | 270 | 4 | 1904 | | |
| Hispanic | 202 | 415 | - | 7865 | 45.3 | | 201 | 902 | 647 | 7865 | 45.3 | | 2100 | 966 | 644 | 8037 | 46.1 | | 2207 | 1002 | 671 | 8151 | 47.6 | | 2268 | 1076 | 668 | 8404 | 45.2 | |

SECTION A
TABLE IV-11
WINSTON-SALEM STATE UNIVERSITY
Office of Planning and Budgets

Graduate Minority and Women Students
Fall 1991

| College | Total Graduate Enrollment | | | | Graduate Women | | | | Graduate Minorities | | | |
|---------------------------|---------------------------|------|------|-------|----------------|------|-----|-------|---------------------|------|-----|-------|
| | Mas. | Doc. | G-P | Total | Mas. | Doc. | G-P | Total | Mas. | Doc. | G-P | Total |
| Agric. & Nat. Resources | 219 | 199 | - | 418 | 94 | 63 | - | 157 | 25 | 30 | - | 55 |
| Arts & Letters | 381 | 235 | - | 616 | 215 | 115 | - | 330 | 36 | 31 | - | 67 |
| Broad College of Business | 548 | 111 | - | 659 | 164 | 36 | - | 200 | 62 | 13 | - | 75 |
| Comm. Arts & Sciences | 201 | 59 | - | 260 | 144 | 39 | - | 183 | 37 | 17 | - | 54 |
| Education | 571 | 396 | - | 967 | 420 | 241 | - | 661 | 58 | 55 | - | 113 |
| Engineering | 211 | 81 | - | 292 | 43 | 12 | - | 55 | 28 | 15 | - | 43 |
| Human Ecology | 87 | 61 | - | 148 | 72 | 48 | - | 120 | 14 | 11 | - | 25 |
| Human Medicine | 6 | 16 | 448 | 470 | 2 | 7 | 223 | 232 | - | 1 | 100 | 101 |
| Natural Science | 159 | 350 | - | 509 | 51 | 94 | - | 145 | 14 | 37 | - | 51 |
| Nursing | 56 | - | - | 56 | 54 | - | - | 54 | 6 | - | - | 6 |
| Osteo. Medicine | 8 | 18 | 497 | 523 | 3 | 6 | 185 | 194 | 1 | 2 | 83 | 86 |
| Social Science | 504 | 188 | - | 692 | 315 | 106 | - | 421 | 58 | 24 | - | 82 |
| Vet. Medicine | 11 | 33 | 382 | 426 | 5 | 15 | 256 | 276 | - | 6 | 15 | 21 |
| Unclassified | 422 | - | - | 422 | 280 | - | - | 280 | 42 | - | - | 42 |
| Postdoctoral Students | - | 42 | - | 42 | - | 24 | - | 24 | - | 8 | - | 8 |
| AFFIRMATIVE ACTION TOTAL | 3384 | 1789 | 1327 | 6500 | 1862 | 806 | 664 | 3332 | 381 | 250 | 198 | 829 |
| Plus: Foreign Students | 866 | 1032 | 6 | 1904 | 406 | 270 | 4 | 680 | - | - | - | - |
| UNIVERSITY TOTAL | 4250 | 2821 | 1333 | 8404 | 2268 | 1076 | 668 | 4012 | 381 | 250 | 198 | 829 |

SECTION A
TABLE IV-13
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

TRENDS IN MINORITY ENROLLMENTS, BY COLLEGE
Fall 1987, 1988, 1989, 1990, and 1991

| College | Fall 1987 Enrollment | | | Fall 1988 Enrollment | | | Fall 1989 Enrollment | | | Fall 1990 Enrollment | | | Fall 1991 Enrollment | | |
|---------------------------------|----------------------|---------------|------------|----------------------|---------------|-------------|----------------------|---------------|-------------|----------------------|---------------|-------------|----------------------|---------------|-------------|
| | Total # | Minority # | % | Total # | Minority # | % | Total # | Minority # | % | Total # | Minority # | % | Total # | Minority # | % |
| Agriculture & Nat. Resources | 2754 | 274 | 9.9 | 2822 | 262 | 9.3 | 3000 | 270 | 9.0 | 3258 | 321 | 9.9 | 3391 | 372 | 11.0 |
| Arts and Letters | 2783 | 184 | 6.6 | 2917 | 216 | 7.4 | 3016 | 196 | 6.5 | 3060 | 228 | 7.5 | 3107 | 259 | 8.3 |
| Broad Coll. of Business | 7423 | 655 | 8.8 | 7767 | 788 | 10.1 | 7833 | 894 | 11.4 | 7184 | 859 | 12.0 | 6169 | 812 | 13.2 |
| Communication Arts & Science | 4078 | 382 | 9.4 | 4212 | 438 | 10.4 | 3944 | 428 | 10.9 | 3583 | 431 | 12.0 | 3164 | 410 | 13.0 |
| Education | 2535 | 169 | 6.7 | 2372 | 174 | 7.3 | 2346 | 195 | 8.3 | 2297 | 221 | 9.6 | 2362 | 245 | 10.4 |
| Engineering | 3711 | 553 | 14.9 | 3585 | 587 | 16.4 | 3625 | 624 | 17.2 | 3739 | 675 | 18.1 | 3806 | 665 | 17.5 |
| Human Ecology | 1599 | 134 | 8.4 | 1516 | 127 | 8.4 | 1409 | 148 | 10.5 | 1319 | 130 | 9.9 | 1296 | 144 | 11.1 |
| Human Medicine | 455 | 99 | 21.8 | 458 | 89 | 19.4 | 456 | 91 | 20.0 | 455 | 101 | 22.2 | 470 | 101 | 21.5 |
| James Madison | 1005 | 84 | 8.4 | 1028 | 85 | 8.3 | 1031 | 97 | 9.4 | 1063 | 111 | 10.4 | 1054 | 105 | 10.0 |
| Natural Science ¹ | 3830 | 445 | 11.6 | 3778 | 464 | 12.3 | 3836 | 482 | 12.6 | 4085 | 549 | 13.4 | 4257 | 622 | 14.6 |
| Nursing | 436 | 46 | 10.6 | 388 | 48 | 12.4 | 366 | 55 | 15.0 | 428 | 70 | 16.4 | 486 | 77 | 15.8 |
| Osteopathic Medicine | 520 | 76 | 14.6 | 526 | 83 | 15.8 | 517 | 75 | 14.5 | 530 | 83 | 15.7 | 523 | 86 | 16.4 |
| Social Science ² | 4299 | 456 | 10.6 | 4685 | 535 | 11.4 | 5156 | 626 | 12.1 | 5607 | 694 | 12.4 | 5748 | 747 | 13.0 |
| Veterinary Medicine | 790 | 47 | 5.9 | 788 | 54 | 6.9 | 759 | 51 | 6.7 | 774 | 65 | 8.4 | 778 | 69 | 8.9 |
| No Preference | 3209 | 247 | 7.7 | 3155 | 282 | 8.9 | 2768 | 265 | 9.6 | 2548 | 226 | 8.9 | 2554 | 247 | 9.7 |
| Unclassified | 489 | 22 | 4.5 | 458 | 25 | 5.5 | 490 | 47 | 9.6 | 530 | 46 | 8.7 | 509 | 54 | 10.6 |
| Post Doctoral Students | 32 | — | — | 39 | — | — | 44 | — | — | 43 | — | — | 42 | 8 | 19.0 |
| AFFIRMATIVE ACTION TOTAL | 39948 | 3873 | 9.7 | 40494 | 4257 | 10.5 | 40596 | 4544 | 11.2 | 40503 | 4810 | 11.9 | 39716 | 5023 | 12.6 |
| Includes: | | | | | | | | | | | | | | | |
| Plus: Foreign Students | 2148 | — | — | 2201 | — | — | 2270 | — | — | 2282 | — | — | 2372 | — | — |
| UNIVERSITY TOTAL | 42096 | 3873 | 9.2 | 42695 | 4257 | 10.0 | 42866 | 4544 | 10.6 | 42785 | 4810 | 11.2 | 42088 | 5023 | 11.9 |

College enrollment counts have been adjusted to reflect the Fall 1990 organizational structure of the University.

1. Natural Science includes Lyman Briggs.

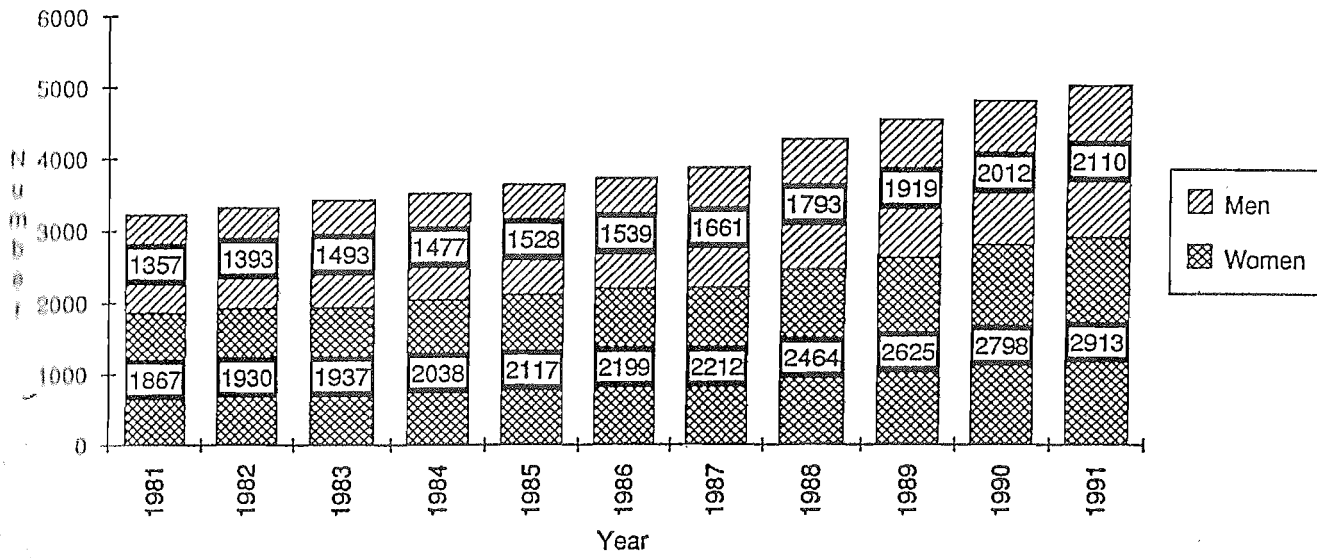
2. Social Science includes Justin Morrill and Urban Affairs.

See Tables VII-4 - VII-7 for details by minority group.

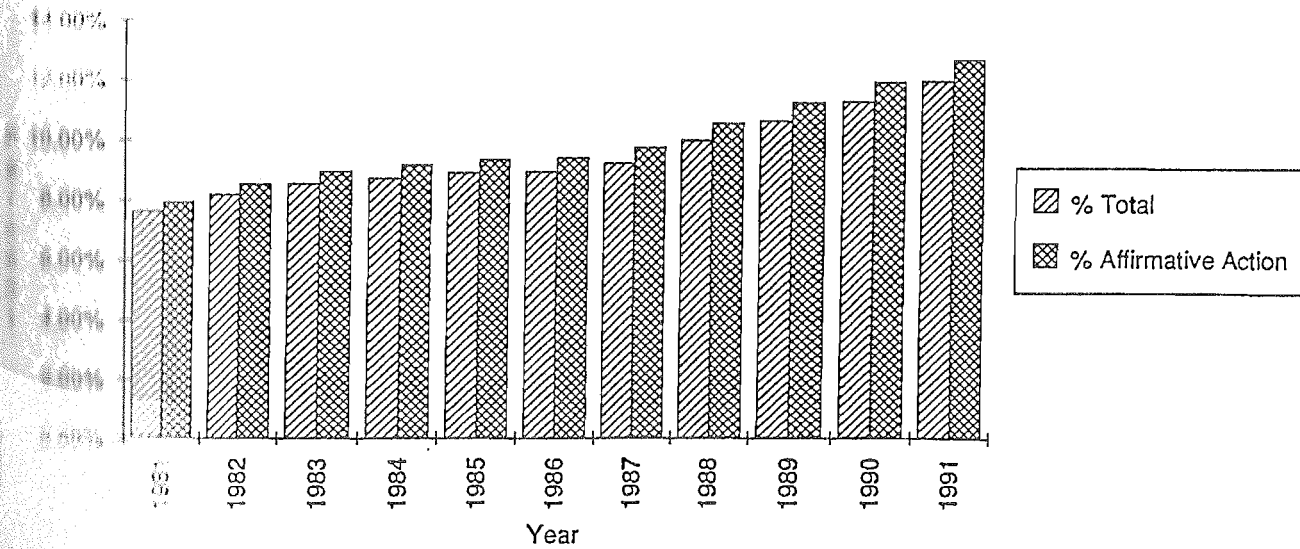
Source: Distribution of Student Majors, Fall 1987, 1988, 1989, 1990 and 1991 Office of the Registrar.
Minority Census, Office of Planning and Budgets

Section A

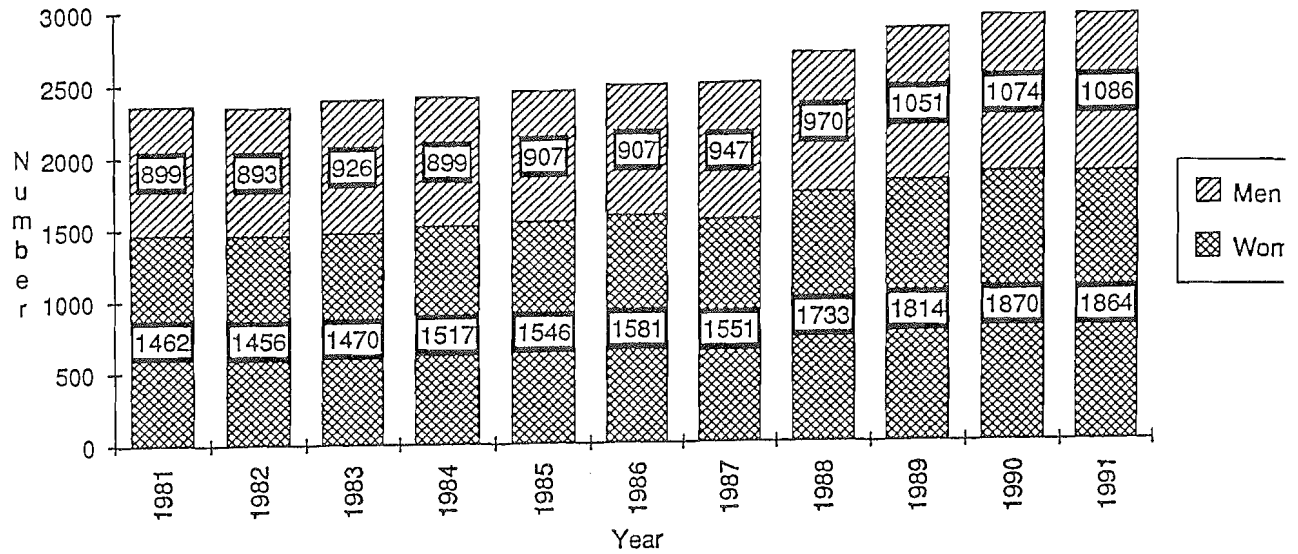
MICHIGAN STATE UNIVERSITY
Minority Enrollment
Fall Terms 1981 - 1991



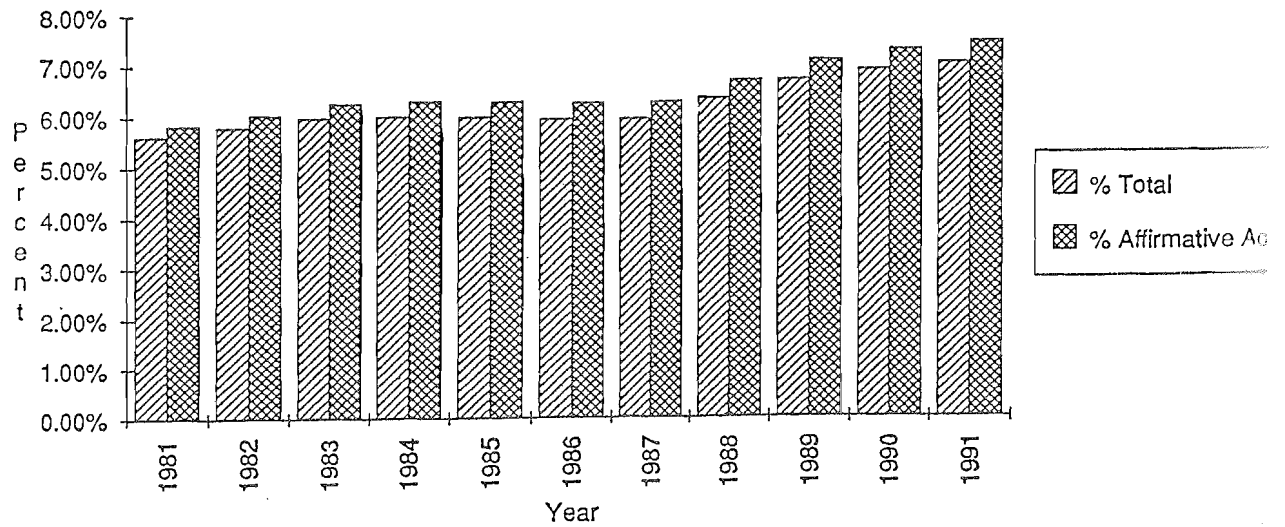
MICHIGAN STATE UNIVERSITY
Minority Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1991



Section A
MICHIGAN STATE UNIVERSITY
Black Enrollment
Fall Terms 1981 - 1991

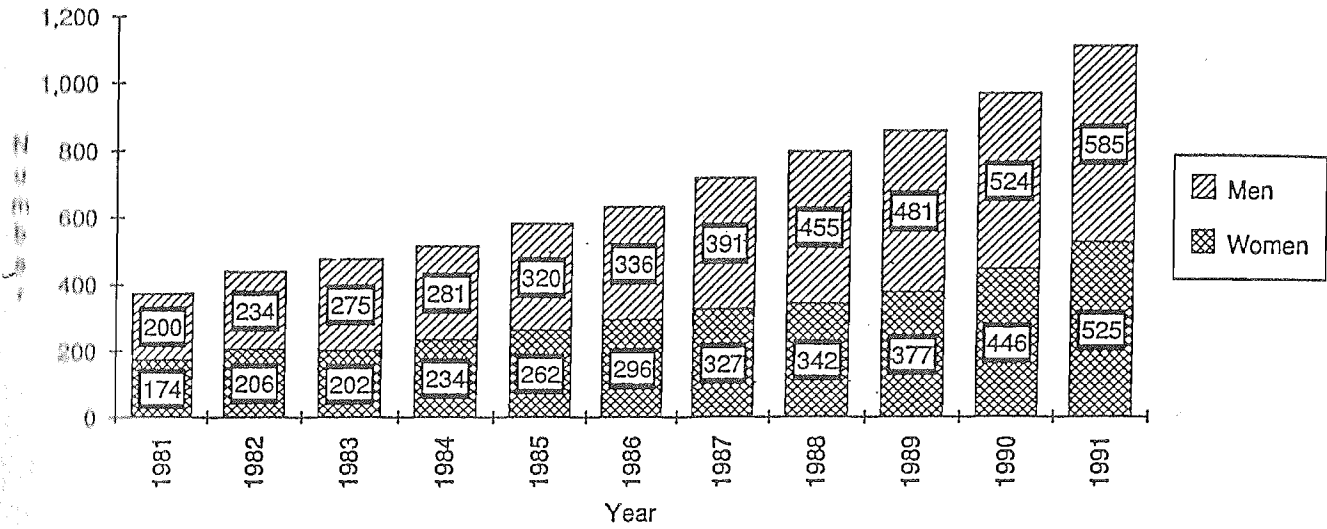


MICHIGAN STATE UNIVERSITY
Black Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1991

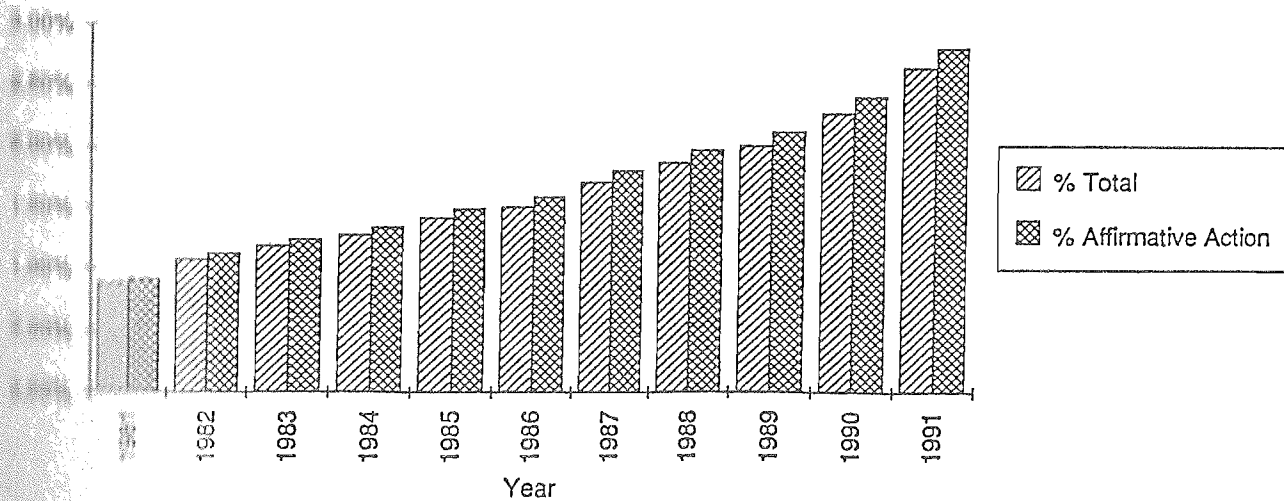


Section A

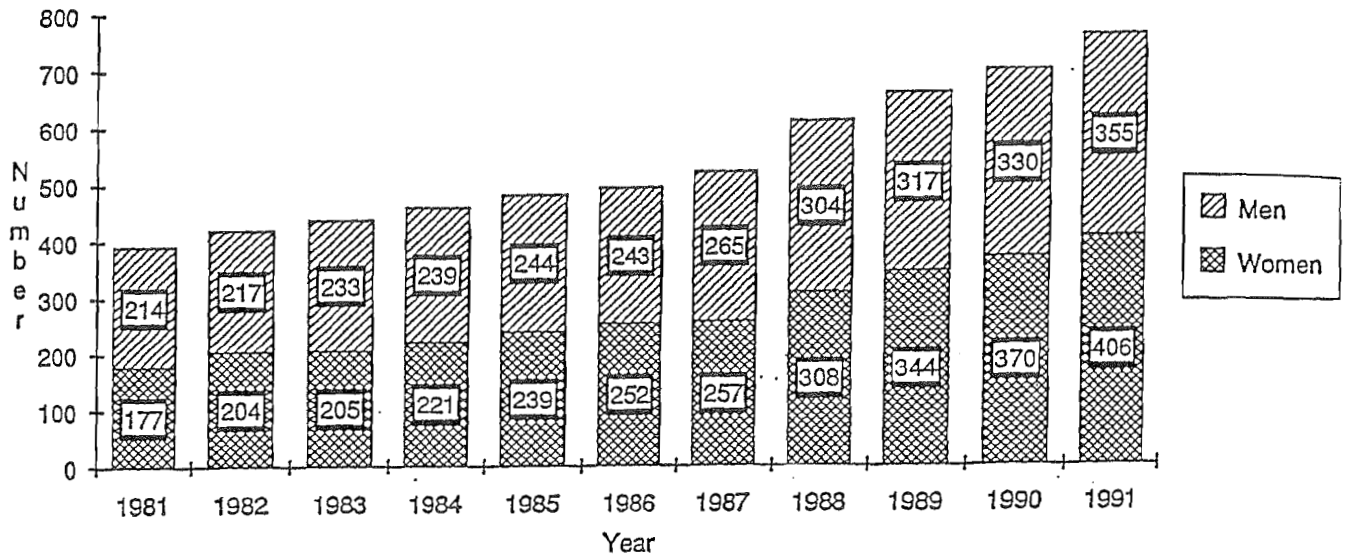
MICHIGAN STATE UNIVERSITY Asian/Pacific Islander Enrollment Fall Terms 1981 - 1991



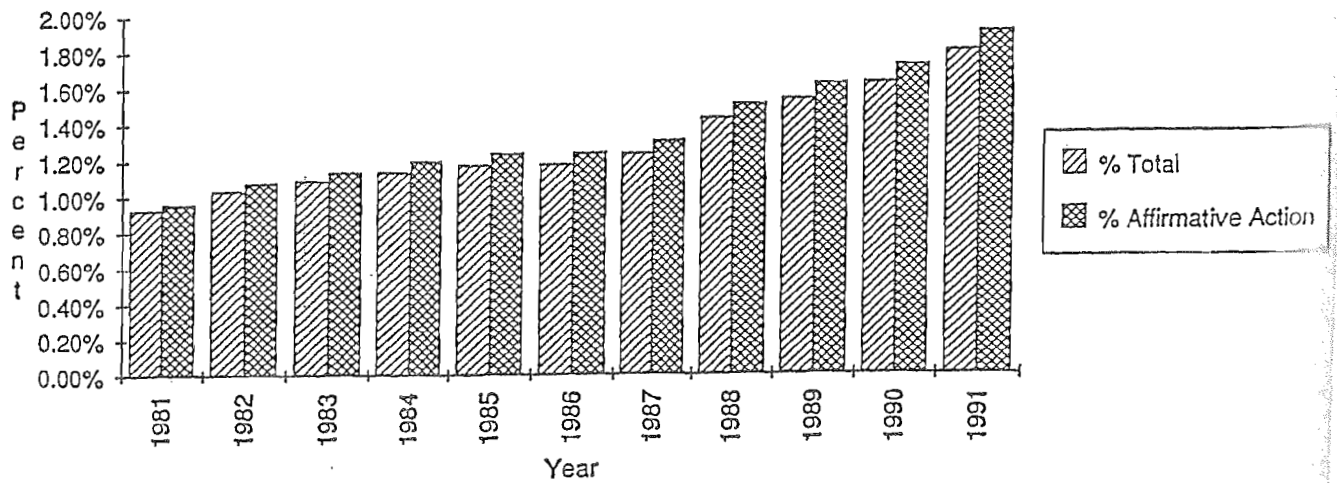
MICHIGAN STATE UNIVERSITY Asian/Pacific Islander Enrollment as a Percent of Total Enrollment and Affirmative Action Enrollment Fall Terms 1981 - 1991



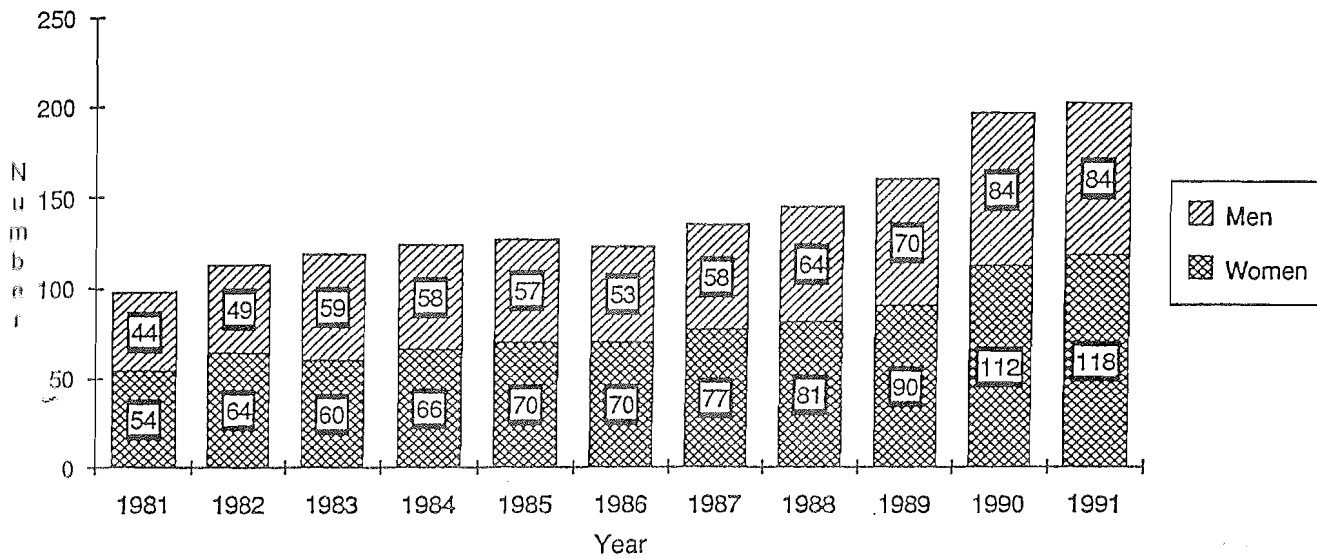
Section A
MICHIGAN STATE UNIVERSITY
Hispanic Enrollment
Fall Terms 1981 - 1991



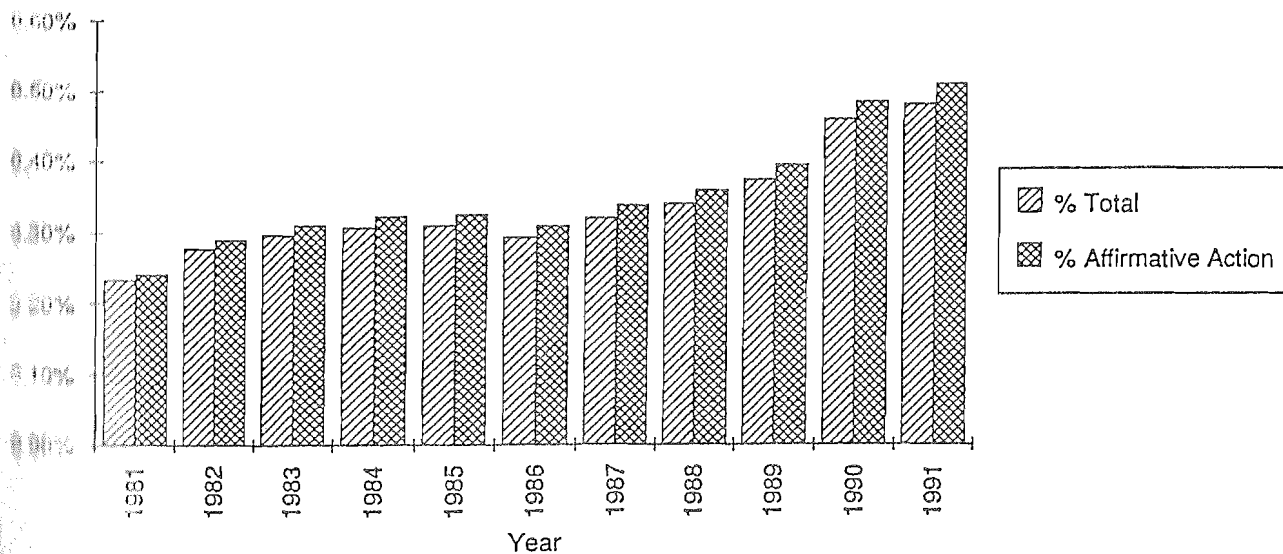
MICHIGAN STATE UNIVERSITY
Hispanic Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1991



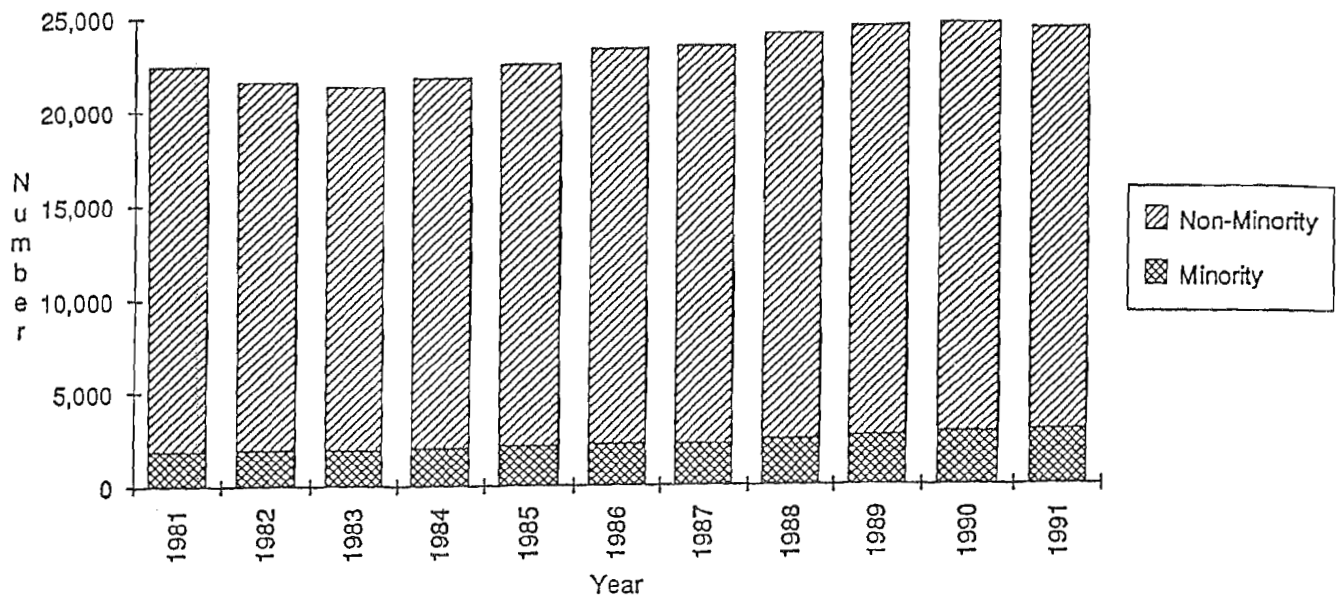
Section A
MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment
Fall Terms 1981 - 1991



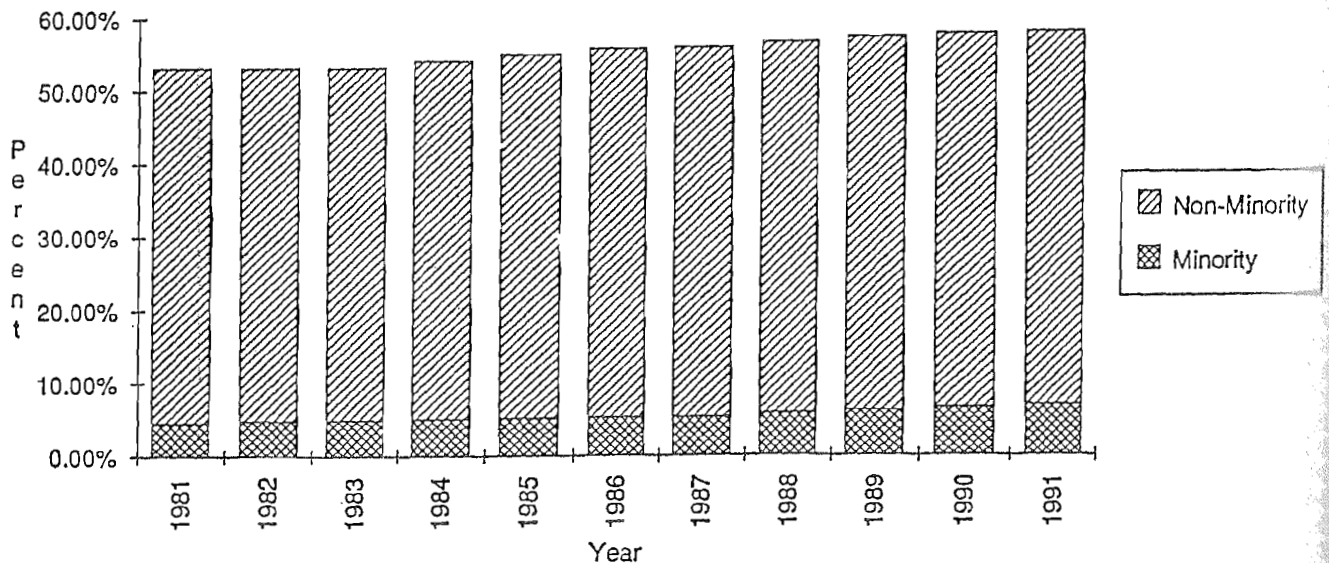
MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment as a Percent of
Total Enrollment and Affirmative Action Enrollment
Fall Terms 1981 - 1991

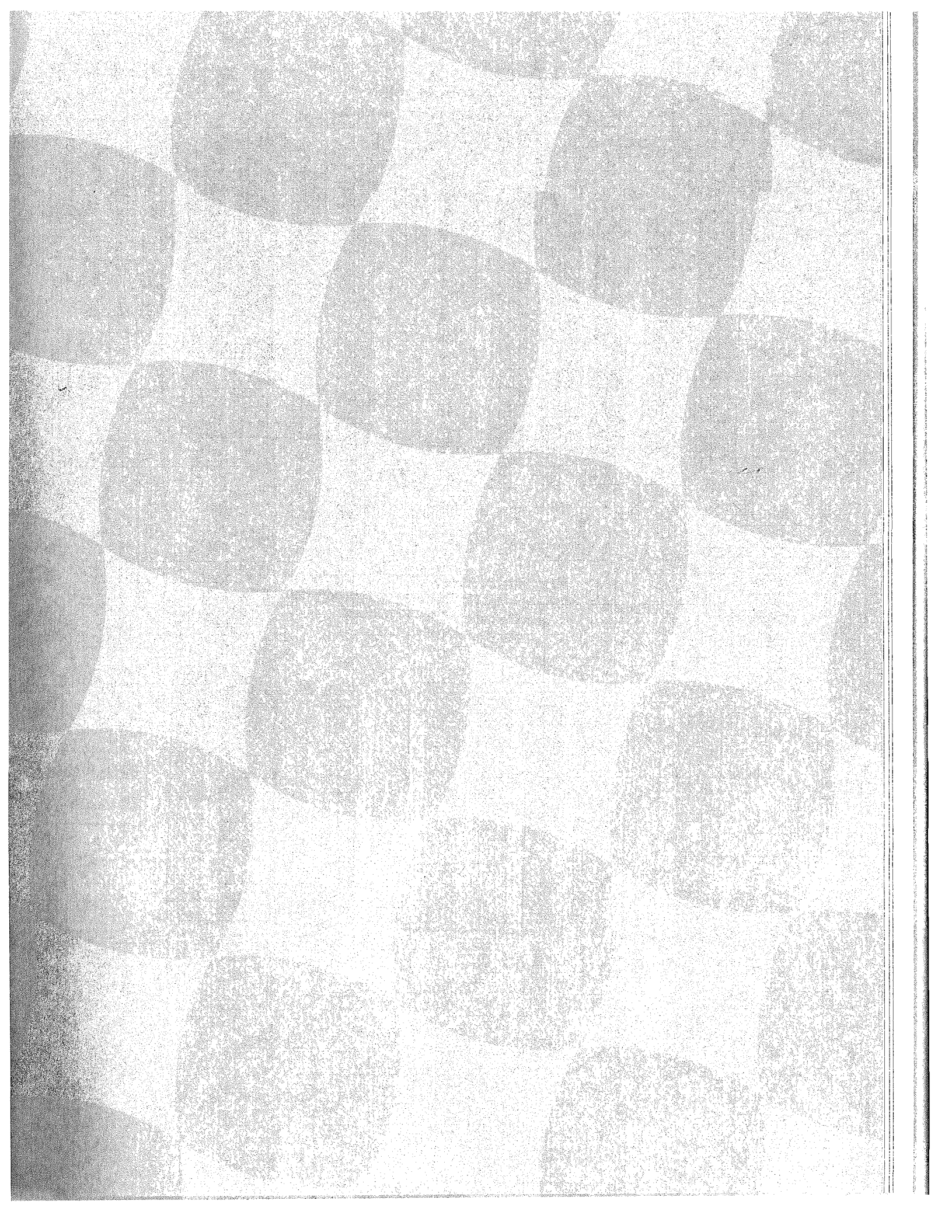


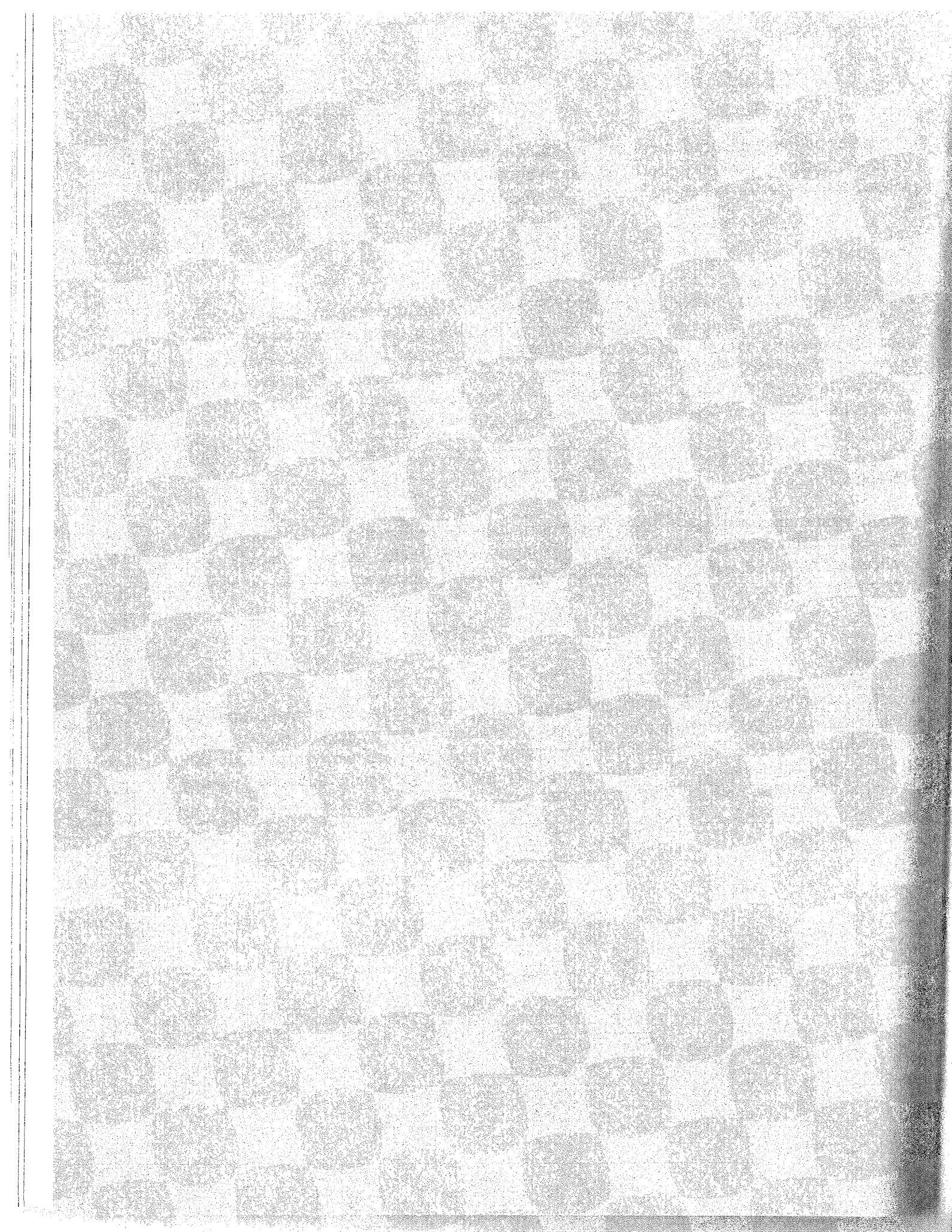
Section A
MICHIGAN STATE UNIVERSITY
Female Enrollment (including foreign)
Fall Terms 1981 - 1991



MICHIGAN STATE UNIVERSITY
Female (including foreign) Non-Minority and Minority Enrollment
as a Percent of Total Enrollment
Fall Terms 1981 - 1991







IV-B STUDENT RECRUITMENT

The tables outlining application volume, offers of admission, and numbers of enrolled students by ethnic category generally profile an extremely positive picture for the Fall 1991 entering cohort. More specific comment, however, is appropriate.

Freshman

Freshman applications, generally, for Fall 1991 were flat. Significant gains were made in all minority categories with the exception of Black students which saw a modest increase. In all minority categories except Native American, gains were made in offers of admission and enrollment gains were realized in all categories except Black students and Native American students. In general, it was a very successful year, but the competitive pressures, particularly for new Black freshmen, were significant, and will continue to be so.

Transfer

Transfer applications were off in 1991, in part attributable to the transition period from quarters to semesters. However, gains were made in all categories with respect to every minority group. Applications increased, offers of admission were significantly increased and final enrollments were greater than the prior year.

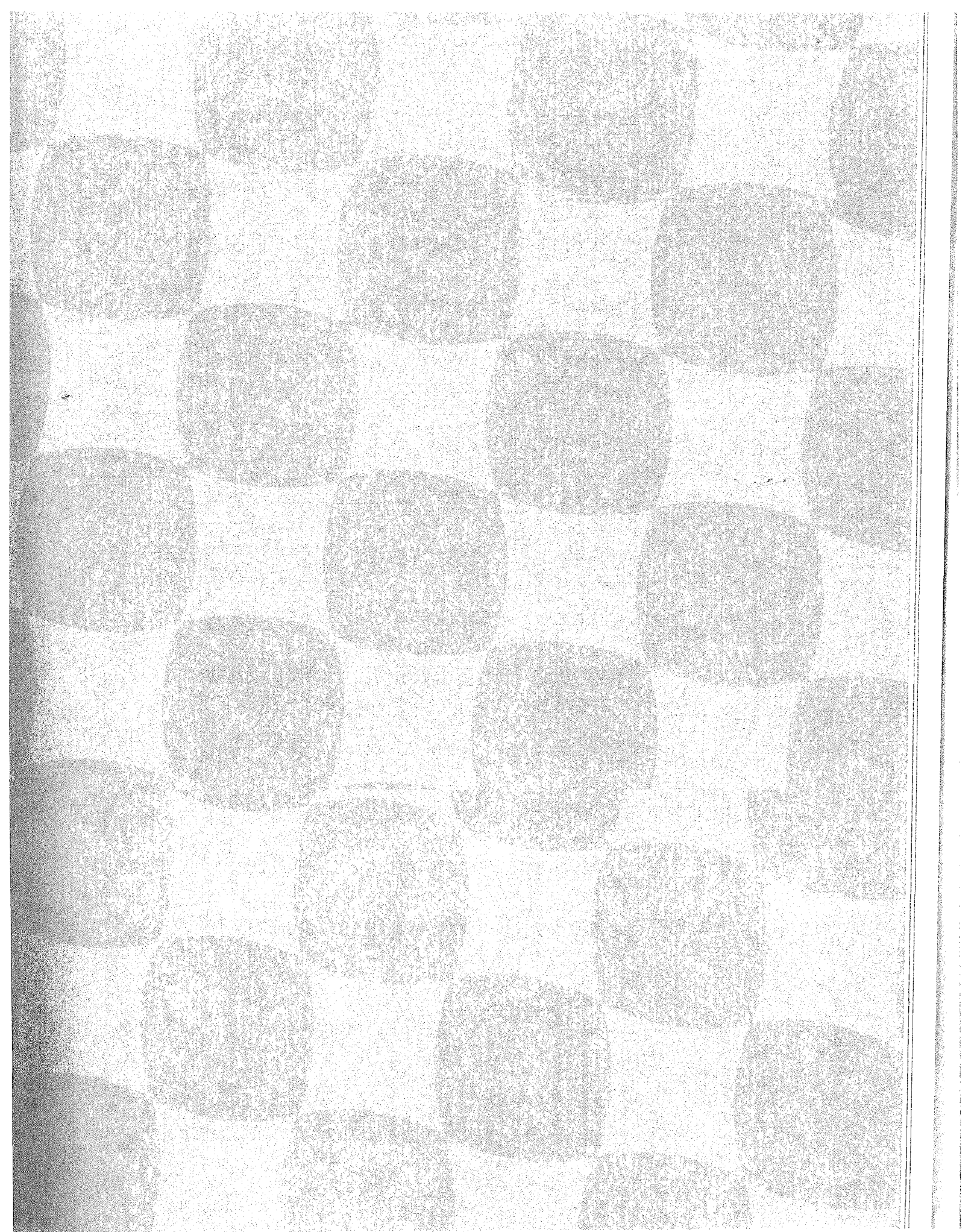
Graduate

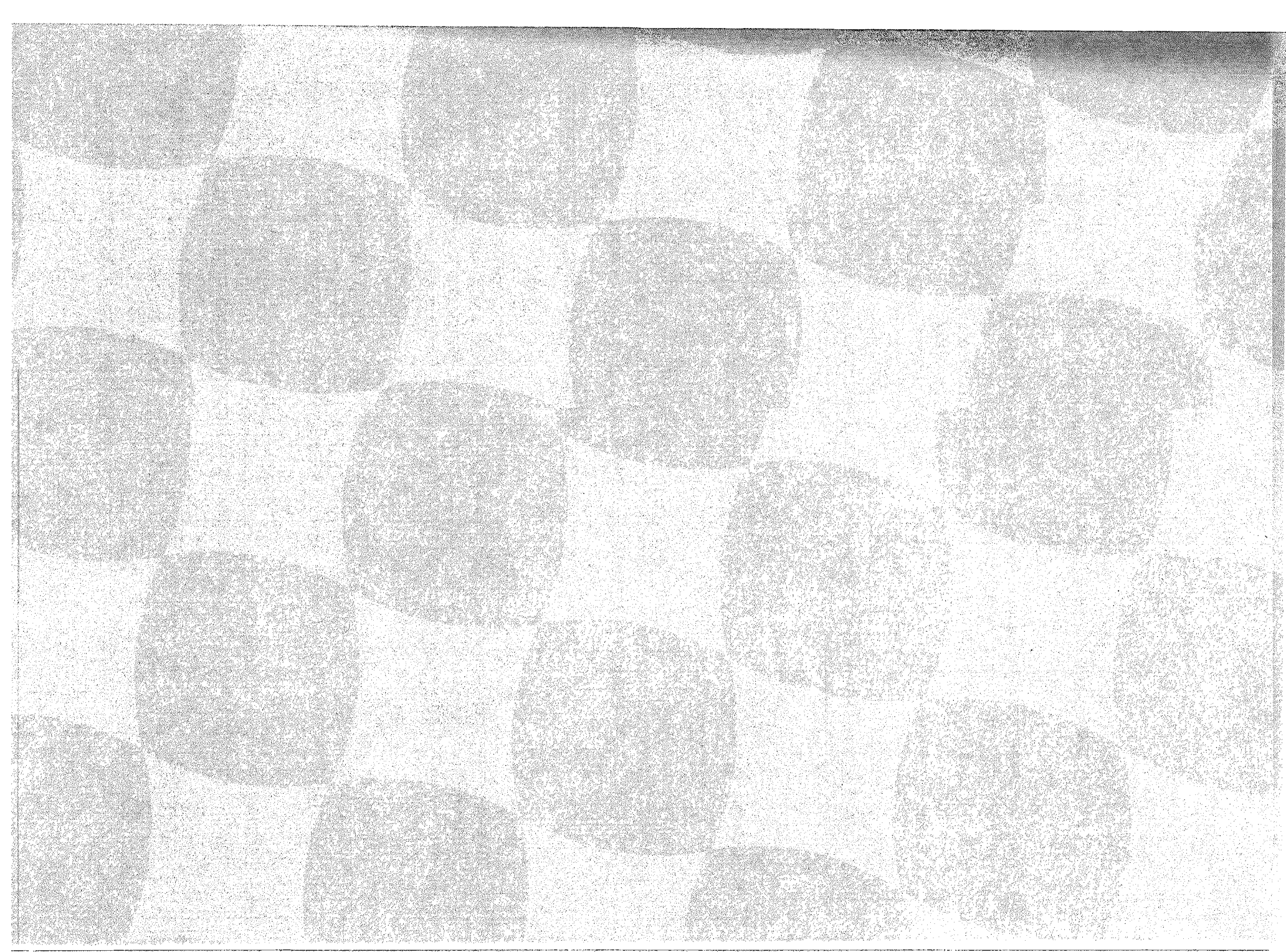
With the exception of Native Americans, significant gains were made in applications for graduate study from persons from minority groups. The same could be said in terms of offers of admission. However, in terms of actual enrollments, significant gains were realized only with respect to Black and Hispanic students. While the numbers are small, the actual number enrolled in other categories fell short of the prior year.

Section B

STUDENT ADMISSIONS TRENDS, 1988-89, 1989-90, 1990-91

| | APPLICATIONS | | | | | ADMISSIONS | | | | | ENROLLMENTS | | | | |
|--------------------------|--------------|-------|-------|-------|-------------|------------|-------|-------|-------|-------------|-------------|------|------|------|-------------|
| | 1988 | 1989 | 1990 | 1991 | % OF CHANGE | 1988 | 1989 | 1990 | 1991 | % OF CHANGE | 1988 | 1989 | 1990 | 1991 | % OF CHANGE |
| FRESHMEN | | | | | | | | | | | | | | | |
| Caucasian | 18383 | 17261 | 14895 | 14723 | -1.15% | 11750 | 12854 | 11929 | 11831 | -0.82% | 5917 | 5443 | 5294 | 5313 | 0.36% |
| Black | 1888 | 1657 | 1850 | 1876 | 1.41% | 1352 | 1208 | 1320 | 1326 | 0.45% | 628 | 539 | 509 | 501 | -1.57% |
| Hispanic | 366 | 411 | 431 | 485 | 12.53% | 307 | 340 | 347 | 399 | 14.99% | 124 | 122 | 108 | 124 | 14.81% |
| Amer.Indian/Alaskan Nat. | 77 | 75 | 83 | 96 | 15.66% | 59 | 60 | 72 | 71 | -1.39% | 26 | 32 | 36 | 32 | -11.11% |
| Asian/Pacific Islander | 614 | 652 | 747 | 833 | 11.51% | 407 | 477 | 593 | 689 | 16.19% | 137 | 146 | 196 | 230 | 17.35% |
| Other/No Resp./Foreign | 901 | 731 | 739 | 851 | 15.16% | 426 | 332 | 391 | 450 | 15.09% | 75 | 77 | 91 | 127 | 39.56% |
| TOTAL | 22229 | 20787 | 18745 | 18864 | 0.63% | 14301 | 15271 | 14652 | 14766 | 0.78% | 6907 | 6359 | 6234 | 6327 | 1.49% |
| TRANSFER STUDENTS | | | | | | | | | | | | | | | |
| Caucasian | 4597 | 4851 | 4334 | 3943 | -9.02% | 2263 | 2357 | 2114 | 2009 | -4.97% | 1720 | 1759 | 1542 | 1470 | -4.67% |
| Black | 233 | 249 | 216 | 250 | 15.74% | 62 | 69 | 59 | 67 | 13.56% | 46 | 46 | 42 | 45 | 7.14% |
| Hispanic | 86 | 103 | 93 | 97 | 4.30% | 33 | 43 | 46 | 53 | 15.22% | 24 | 28 | 30 | 34 | 13.33% |
| Amer.Indian/Alaskan Nat. | 24 | 23 | 25 | 28 | 12.00% | 10 | 9 | 9 | 13 | 44.44% | 8 | 4 | 7 | 7 | 0.00% |
| Asian/Pacific Islander | 99 | 120 | 116 | 130 | 12.07% | 47 | 38 | 44 | 57 | 29.55% | 27 | 31 | 36 | 39 | 8.33% |
| Other/No Resp./Foreign | 509 | 572 | 451 | 482 | 6.87% | 188 | 142 | 136 | 149 | 9.56% | 125 | 86 | 76 | 83 | 9.21% |
| TOTAL | 5548 | 5918 | 5235 | 4930 | -5.83% | 2603 | 2658 | 2408 | 2348 | -2.49% | 1950 | 1954 | 1733 | 1678 | -3.17% |
| GRADUATE STUDENTS | | | | | | | | | | | | | | | |
| Caucasian | 2847 | 2900 | 3213 | 3631 | 13.01% | 1630 | 1673 | 1713 | 1873 | 9.34% | 918 | 1066 | 1021 | 994 | -2.64% |
| Black | 164 | 197 | 236 | 299 | 26.69% | 71 | 99 | 118 | 140 | 18.64% | 57 | 69 | 73 | 92 | 26.03% |
| Hispanic | 81 | 70 | 79 | 100 | 26.58% | 43 | 31 | 43 | 49 | 13.95% | 24 | 16 | 29 | 36 | 24.14% |
| Amer.Indian/Alaskan Nat. | 13 | 8 | 14 | 10 | -28.57% | 6 | 6 | 13 | 3 | -76.92% | 3 | 5 | 5 | 2 | -60.00% |
| Asian/Pacific Islander | 112 | 116 | 128 | 147 | 14.84% | 46 | 44 | 56 | 59 | 5.36% | 26 | 30 | 38 | 34 | -10.53% |
| Other/No Resp./Foreign | 3979 | 3944 | 3663 | 4168 | 13.79% | 841 | 818 | 803 | 825 | 2.74% | 559 | 513 | 555 | 496 | -10.63% |
| TOTAL | 7196 | 7235 | 7333 | 8355 | 13.94% | 2637 | 2671 | 2746 | 2949 | 7.39% | 1587 | 1699 | 1721 | 1654 | -3.89% |





IV-C. STUDENT SUPPORT SERVICES

Undergraduate Assistance Program

The various tables displayed in this section of the Affirmative Action Report describe activities and programs sustained by the University to assist minorities, handicappers, and other protected groups achieve success at Michigan State University.

Tables IV-1 through Table IV-6 display data for the units within the Undergraduate University Division which have affirmative action goals as their primary mission. These units consist of the Office of Programs for Handicapper Students, Office of Support Services, and the Upward Bound Program.

Upward Bound Programs are fixed in size by the level of Federal funds available and therefore inhibit any significant increase in the number of students served from one year to the next. Demand and delivery of services from the Office of Supportive Services and the Office of Programs for Handicapper Students, on the other hand, increases each year.

Graduate Financial Assistance Programs (AAGFAP)

The descriptions and discussion of the various Affirmative Action Graduate Financial Assistance Programs (AAGFAP) show the range of support for women and racial/ethnic minority graduate students at Michigan State University (see MSU 1990-91 Annual Report on Affirmative Action Descriptive Report).

Tables IV-7 through IV-12 show total expenditures, yearly expenditures by program, the number of awards each year, and the racial/ethnic and gender breakdowns of those awards, for those AAGFAP programs funded by the University from 1977-78 to 1990-91.

Tables IV-7 and IV-8 illustrate that since budget year 1977-78, total AAGFAP expenditures have increased each year with the one exception of a 5.0 percent decline in 1984-85. From 1977-78 to 1990-91, AAGFAP total expenditures increased by nearly two million dollars (from \$334,869 to \$2,240,947), an increase of 569.2 percent. For specific AAGFAP programs, EOP expenditures increased from \$221,806 in 1977-78 to \$1,022,153 in 1990-91, or by 360.8 percent; AAGA expenditures increased from \$113,063 in 1977-78 to \$753,141 in 1990-91, or by 566.1 percent; MCDF expenditures increased from \$43,941 in 1979-80 to \$423,548 in 1990-91, or by 863.9 percent; and PF expenditures declined in 1985-86 to 1988-89, but increased from \$89,022 in 1979-80 to \$104,767 in 1989-90, or by 17.7 percent. However, PF was at its lowest in 1990-91 with an expenditure of \$42,105.

Table IV-9 shows that from 1977-78 to 1980-81, the number of EOP fellowships awarded to women and minorities declined from 137 to 107. From 1980-81 to 1985-86, the number of EOP

adjustment of the maximum EOP award level (recommended and approved by both the AAGFAP Policy Group and the AAGFAP Operations Committee), and to the expansion of the AAGA and MCDF programs. From 1987-88 to 1990-91, however, the number of EOP fellowships awarded increased to 255, or by 54.5 percent.

Table IV-10 shows a positive trend from 1977-78 to 1989-90 in the number of AAGA awards held by women and minorities. From 1977-78 to 1987-88, approximately 40 to 50 percent of all AAGA awards were held by caucasian women. From 1987-88 to 1990-91, however, nearly 60 to 70 percent of all AAGA awards were held by minorities. Other University data show that the overall number of caucasian women who held regular graduate assistantships increased during the same period.

Table IV-11 show that both MCDF expenditures and the number of awards increased from 1979-80 to 1990-91. The large increase from 1985-86 to 1986-87 in the number of MCDF awards was due primarily to the expansion of the MCDF program to include a new program developed from the Programmatic Funding Program (conversely, see Table IV-12). For 1990-91, both the MCDF expenditures and the number of awards were at the highest. For the 1990-91 year, there was a 30 percent increase in the number of awards with a 57.3 percent increase in expenditure from the previous fiscal year (1989-90).

Table IV-12 show that from 1979-80 to 1985-86, the number of programmatic awards remained near 15 per year. From 1986-87 to 1990-91 the number of awards have been very low at single digits per year except 1989-90 when 13 awards were given. The increase in 1989-90 was due primarily to the expansion of Programmatic Funding to include a new program called GOALS.

Section C

Undergraduate University Division

Table IV-1

Office of Programs for Handicapper Students
Program Users

| | |
|-------|-----|
| 90-91 | 488 |
| 89-90 | 445 |
| 88-89 | 366 |
| 87-88 | 329 |
| 86-87 | 288 |

Table IV-2

Office of Programs for Handicapper Students
Transportation for Students with Mobility Characteristics

| | |
|-------|--------|
| 90-91 | 29,038 |
| 89-90 | 29,113 |
| 88-89 | 26,547 |
| 87-88 | 21,162 |
| 86-87 | 19,350 |

Table IV-3

Office of Supportive Services
Program Users

| | |
|-------|------|
| 90-91 | 1604 |
| 89-90 | 1357 |
| 88-89 | 1299 |
| 87-88 | 1136 |
| 86-87 | 1099 |

Section C

Table IV-4

Office of Supportive Services
Tutorial Sessions

| | |
|-------|------|
| 90-91 | 1595 |
| 89-90 | 1703 |
| 88-89 | 1700 |
| 87-88 | 1461 |
| 86-87 | 1407 |

Table IV-5

Upward Bound Program
Summer Program

| | |
|-------|----|
| 90-91 | 65 |
| 89-90 | 66 |
| 88-89 | 61 |
| 87-88 | 58 |
| 86-87 | 56 |

Table IV-6

Upward Bound Program
Academic Year Program

| | |
|-------|----|
| 90-91 | 69 |
| 89-90 | 72 |
| 88-89 | 70 |
| 87-88 | 70 |
| 86-87 | 73 |

Section C

Table IV-7
Affirmative Action Graduate Financial Assistance Program*
Expenditures, 1977-78 to 1990-91

| YEAR | EOP | MCDF | PF | AAGA | TOTAL |
|---------|-----------|-----------|-----------|-----------|------------|
| 1977-78 | \$221,806 | ----- | ----- | \$113,063 | \$ 334,869 |
| 1978-79 | 219,546 | ----- | ----- | 121,543 | 341,089 |
| 1979-80 | 237,634 | \$ 43,941 | \$ 89,022 | 130,051 | 500,648 |
| 1980-81 | 257,540 | 40,116 | 78,026 | 140,460 | 516,142 |
| 1981-82 | 390,000 | 57,000 | 80,000 | 215,305 | 742,305 |
| 1982-83 | 451,760 | 127,000 | 136,078 | 277,106 | 991,944 |
| 1983-84 | 541,211 | 127,548 | 122,000 | 267,409 | 1,058,168 |
| 1984-85 | 492,247 | 106,247 | 115,555 | 290,997 | 1,005,046 |
| 1985-86 | 666,143 | 86,737 | 84,575 | 339,153 | 1,176,608 |
| 1986-87 | 635,486 | 206,813 | 54,982 | 394,128 | 1,291,409 |
| 1987-88 | 628,290 | 188,989 | 60,142 | 427,288 | 1,304,709 |
| 1988-89 | 741,895 | 233,816 | 50,444 | 489,175 | 1,515,330 |
| 1989-90 | 854,859 | 269,320 | 104,767 | 524,537 | 1,753,483 |
| 1990-91 | 1,022,153 | 423,548 | 42,105 | 753,141 | 2,240,947 |

*NOTE: EOP = Equal Opportunity Program Fellowships
MCDF = Minority Competitive Doctoral Fellowships
PF = Programmatic Funding
AAGA = Affirmative Action Graduate Assistantships

Table IV-8
Affirmative Action Graduate Financial Assistance Program*,
Expenditures (annual percent change),
1977-78 to 1990-91

| YEAR | EOP | MCDF | PF | AAGA | TOTAL |
|---------|------|-------|-------|------|-------|
| 1977-78 | | | | | |
| 1978-79 | -1.0 | ---- | ---- | 7.5 | 1.9 |
| 1979-80 | 8.2 | ---- | ---- | 7.0 | 46.8 |
| 1980-81 | 8.4 | -8.7 | -12.4 | 8.0 | 3.1 |
| 1981-82 | 51.4 | 42.1 | 2.5 | 53.3 | 43.8 |
| 1982-83 | 15.8 | 122.8 | 70.1 | 28.7 | 33.6 |
| 1983-84 | 19.8 | 0.4 | -10.3 | -3.5 | 6.7 |
| 1984-85 | -9.0 | -16.7 | -5.3 | 8.8 | -5.0 |
| 1985-86 | 35.3 | -18.4 | -26.8 | 16.6 | 17.1 |
| 1986-87 | -4.6 | 138.4 | -35.0 | 16.2 | 9.8 |
| 1987-88 | -1.1 | -8.6 | 9.4 | 8.4 | 1.0 |
| 1988-89 | 18.1 | 23.7 | -16.1 | 14.5 | 16.1 |
| 1989-90 | 15.2 | 15.2 | 107.7 | 7.2 | 15.7 |
| 1990-91 | 19.6 | 57.3 | -59.8 | 43.6 | 27.8 |

*NOTE: EOP = Equal Opportunity Program Fellowships
MCDF = Minority Competitive Doctoral Fellowships
PF = Programmatic Funding
AAGA = Affirmative Action Graduate Assistantships

Section C

Table IV-9
Allocation of Equal Opportunity Program Fellowships (Need Based)
by Racial/Ethnic Group and Gender,
1977-78 to 1990-91

| Year | Total | Black (M/W) | Hispanic (M/W) | Asian Pac.Is. (M/W) | Amer. Indian (M/W) | Caucasian & other (M/W) | Expended |
|---------|-------|----------------|-------------------|---------------------------|--------------------------|-------------------------------|-----------|
| 1977-78 | 137 | 51/53 | 12/6 | 7/3 | 2/1 | 0/2 | \$221,806 |
| 1978-79 | 136 | 57/50 | 13/5 | 3/3 | 0/2 | 1/2 | 219,546 |
| 1979-80 | 128 | 40/49 | 20/8 | 5/3 | 2/1 | 0/0 | 237,634 |
| 1980-81 | 107 | 34/41 | 9/10 | 4/4 | 0/2 | 0/3 | 257,540 |
| 1981-82 | 137 | 36/55 | 12/12 | 5/7 | 1/3 | 1/5 | 390,000 |
| 1982-83 | 181 | 50/68 | 19/16 | 7/8 | 2/5 | 1/5 | 451,760 |
| 1983-84 | 165 | 47/60 | 14/19 | 6/9 | 1/2 | 2/5 | 541,211 |
| 1984-85 | 187 | 54/57 | 20/23 | 11/12 | 2/4 | 0/4 | 492,247 |
| 1985-86 | 228 | 67/76 | 23/26 | 16/7 | 3/3 | 0/7 | 666,143 |
| 1986-87 | 187 | 51/62 | 16/26 | 13/5 | 3/2 | 0/9 | 632,126 |
| 1987-88 | 165 | 35/59 | 20/19 | 16/9 | 1/2 | 0/4 | 628,290 |
| 1988-89 | 204 | 46/67 | 31/21 | 21/12 | 1/1 | 0/4 | 741,895 |
| 1989-90 | 227 | 50/71 | 36/22 | 21/13 | 2/3 | 1/0 | 854,859 |
| 1990-91 | 255 | 52/93 | 32/16 | 29/12 | 4/4 | 1/12 | 1,022,153 |

Table IV-10
Affirmative Action Graduate Assistantship Program,
Expenditures and Allocation by Racial/Ethnic Group and Gender,
1977-78 to 1990-91

| Year | Total | Black (M/W) | Hispanic (M/W) | Asian Pac.Is. (M/W) | Amer. Indian (M/W) | Caucasian & other (M/W) | Expended* |
|---------|-------|----------------|-------------------|---------------------------|--------------------------|-------------------------------|-----------|
| 1977-78 | 56 | 7/10 | 3/1 | 1/2 | 1/2 | 1/28 | \$113,063 |
| 1978-79 | 42 | 7/9 | 0/1 | 0/0 | 0/1 | 0/24 | 121,543 |
| 1979-80 | 44 | 6/9 | 4/6 | 0/2 | 0/0 | 0/17 | 130,051 |
| 1980-81 | 37 | 4/9 | 4/4 | 2/2 | 0/0 | 0/12 | 140,460 |
| 1981-82 | 59 | 3/16 | 3/4 | 1/3 | 2/0 | 0/27 | 215,305 |
| 1982-83 | 61 | 9/14 | 6/2 | 1/2 | 0/1 | 0/26 | 277,106 |
| 1983-84 | 59 | 11/12 | 4/7 | 1/1 | 1/1 | 0/21 | 267,409 |
| 1984-85 | 67 | 6/14 | 5/4 | 6/2 | 1/1 | 0/28 | 290,997 |
| 1985-86 | 80 | 10/11 | 5/6 | 3/1 | 2/0 | 0/42 | 339,153 |
| 1986-87 | 79 | 7/11 | 6/3 | 2/4 | 0/1 | 0/45 | 394,128 |
| 1987-88 | 86 | 6/13 | 8/6 | 2/2 | 0/6 | 0/43 | 427,288 |
| 1988-89 | 87 | 12/18 | 2/7 | 2/10 | 0/2 | 0/34 | 489,175 |
| 1989-90 | 87 | 17/24 | 6/5 | 4/6 | 1/0 | 0/24 | 524,537 |
| 1990-91 | 104 | 15/27 | 9/5 | 0/7 | 2/2 | 0/37 | 753,141 |

*Note: Expenditures also include Minority Competitive Doctoral Fellowship (MCDF) partial, supplementary, and summer awards for continuing Fellows.

Section C

Table IV- 11
Allocation of Minority Competitive Doctoral Fellowship Awards,
by Racial/Ethnic Group and Gender,
1979-80 to 1990-91

| Year | Total | Black (M/W) | Hispanic (M/W) | Asian Pac Is (M/W) | Amer. Indian (M/W) | Caucasian & other (M/W) | Expended* |
|---------|-------|----------------|-------------------|--------------------------|--------------------------|-------------------------------|-----------|
| 1979-80 | 6 | 2/1 | 0/2 | 0/1 | 0/0 | 0/0 | \$ 43,941 |
| 1980-81 | 6 | 2/1 | 0/1 | 0/2 | 0/0 | 0/0 | 40,116 |
| 1981-82 | 7 | 1/1 | 3/1 | 0/0 | 0/1 | 0/0 | 57,000 |
| 1982-83 | 13 | 4/6 | 0/1 | 0/1 | 1/0 | 0/0 | 127,000 |
| 1983-84 | 11 | 6/3 | 1/1 | 0/0 | 0/0 | 0/0 | 127,548 |
| 1984-85 | 11 | 4/3 | 0/2 | 0/2 | 0/0 | 0/0 | 106,247 |
| 1985-86 | 8 | 2/2 | 2/1 | 1/0 | 0/0 | 0/0 | 86,737 |
| 1986-87 | 20 | 5/7 | 2/5 | 0/0 | 0/1 | 0/0 | 206,813 |
| 1987-88 | 15 | 3/3 | 2/1 | 2/2 | 1/1 | 0/0 | 188,989 |
| 1988-89 | 18 | 3/6 | 4/2 | 1/1 | 0/1 | 0/0 | 233,816 |
| 1989-90 | 20 | 3/6 | 8/1 | 0/2 | 0/0 | 0/0 | 269,320 |
| 1990-91 | 26 | 5/8 | 2/2 | 1/4 | 2/2 | 0/0 | 423,548 |

*Note: Expenditures also include Minority Competitive Doctoral Fellowship (MCDF) partial, supplementary, and summer awards for continuing Fellows.

Table IV- 12
Expenditures for Programmatic Funding Awards,
1979-80 to 1990-91 Fiscal Year

| Year | Number of Awards | Expended |
|---------|------------------|-----------|
| 1979-80 | 12 | \$ 89,022 |
| 1980-81 | 20 | 78,026 |
| 1981-82 | 14 | 80,000 |
| 1982-83 | 16 | 136,078 |
| 1983-84 | 14 | 122,000 |
| 1984-85 | 16 | 115,555 |
| 1985-86 | 13 | 84,575 |
| 1986-87 | 9 | 54,982 |
| 1987-88 | 6 | 60,142 |
| 1988-89 | 6 | 50,444 |
| 1989-90 | 13 | 104,767 |
| 1990-91 | 6 | 42,105 |

V. AFFIRMATIVE ACTION IN PURCHASING PROGRAM

TABLE V-1

Table V-1 represents a four year trend of the Potential Dollars, Actual Dollars, and Percent Actual of Potential Dollars spent with both minority-owned and women-owned businesses. Demonstrating a commitment to minority participation, many new equal opportunity suppliers have been identified by purchasing personnel. The sharp increase in Potential Dollars, both for minority-owned and women-owned businesses, signifies a sincere effort to actively pursue new minority suppliers and afford them the opportunity to compete for University business. Actual Dollars awarded to minority-owned businesses were very consistent with last year's figure. The drop in Percent Actual of Potential Dollars is explained by the strong effort to identify and support new equal opportunity suppliers. The Actual Dollars Awarded to women-owned businesses were increased by almost two million dollars (approximately 45%). Again, the decrease in Percent Actual of Potential Dollars is due to the favorable increase in Potential Dollars.

TABLE V-2

Table V-2 illustrates a four year trend of the total dollars spent on University construction. The figures represent both major construction (over \$100,000 and approved by the Board of Trustees) and minor construction (under \$100,000 and facilitated by purchase order). Approximately 30 million of the Total Expended last year was a result of the T.B. Simons Power Plant Unit 4 Addition. The construction required for that unit was so highly specialized that very few contractors could qualify--and even fewer equal opportunity contractors. Of the remaining Total Expended, the Actual Minority Business represents a percentage consistent with--or better than--the previous three years.

V-1

Affirmative Action in Purchasing Program
Four Year Trend

| Fiscal Year | 1987-88 | 1988-89 | 1989-90 | 1990-91 |
|-------------------------------------|--------------|--------------|--------------|--------------|
| <u>Minority-owned Business</u> | | | | |
| Potential Dollars | \$92,000,230 | \$19,892,749 | \$11,167,384 | \$21,741,412 |
| Actual Dollars Awarded | 6,696,458 | 3,515,850 | 3,662,149 | 3,321,604 |
| Percent Actual of Potential Dollars | 7.3% | 17.8% | 32.8% | 15.278% |
| <u>Women-owned Business</u> | | | | |
| Potential Dollars | 88,051,712 | 15,144,749 | 10,984,596 | 23,163,999 |
| Actual Dollars Awarded | 13,174,145 | 4,260,946 | 4,111,429 | 6,003,160 |
| Percent Actual of Potential Dollars | 15.0% | 28.1% | 37.429% | 25.916% |

V-2

**Construction
Four Year Trend**

| Fiscal Year | Total Expended | Actual Minority Business | Total % |
|------------------------|---------------------------|-------------------------------------|----------------|
| 1987-88 | \$88,002,865 | \$15,859,121 | 18.021% |
| 1988-89 | 14,385,419 | 2,850,285 | 19.814% |
| 1989-90 | 9,016,729 | 1,643,446 | 18.227% |
| 1990-91 | 45,281,031 | 3,897,600 | 8.608% |

VI. WORKFORCE SUMMARIES

The University's workforce is depicted in Tables 1-42 by gender, minority status and employment category.

Table 1 and 2 show the University workforce totals and percentages. Tables 3-40 illustrate the workforce by major administrative unit, either by college or vice presidential unit.

Tables 41 and 42 display other employees who are housed on the MSU campus but are not directly employed by Michigan State University.

TABLE 1

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

UNIVERSITY TOTALS
NUMBERS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|---------------------------------------|--------------------|------|------|---------------------|-----|------|-------|-----|-----|---------------------------|-----|-----|----------|-----|-----|-----------------------------|----|----|----------------------|------|------|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 1054 | 147 | 1201 | 84 | 17 | 101 | 28 | 11 | 39 | 50 | 3 | 53 | 4 | 3 | 7 | 2 | | 2 | 970 | 130 | 1100 |
| Associate Professor | 413 | 158 | 571 | 53 | 22 | 75 | 20 | 11 | 31 | 23 | 10 | 33 | 9 | 1 | 10 | 1 | | 1 | 360 | 136 | 496 |
| Assistant Professor | 185 | 138 | 323 | 33 | 26 | 59 | 8 | 13 | 21 | 18 | 10 | 28 | 6 | 3 | 9 | 1 | | 1 | 152 | 112 | 264 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 1652 | 443 | 2095 | 170 | 65 | 235 | 56 | 35 | 91 | 91 | 23 | 114 | 19 | 7 | 26 | 4 | | 4 | 1482 | 378 | 1860 |
| Continuing Staff | 344 | 306 | 650 | 26 | 35 | 61 | 17 | 25 | 42 | 7 | 6 | 13 | 2 | 2 | 4 | | 2 | 2 | 318 | 271 | 589 |
| Temporary Faculty | 355 | 218 | 573 | 51 | 24 | 75 | 18 | 11 | 29 | 26 | 10 | 36 | 7 | 2 | 9 | | 1 | 1 | 304 | 194 | 498 |
| Temporary Staff | 422 | 383 | 805 | 123 | 85 | 208 | 29 | 32 | 61 | 78 | 41 | 119 | 11 | 8 | 19 | 5 | 4 | 9 | 299 | 298 | 597 |
| Other Academic Apts. Total | 1121 | 907 | 2028 | 200 | 144 | 344 | 64 | 68 | 132 | 111 | 57 | 168 | 20 | 12 | 32 | 5 | 7 | 12 | 921 | 763 | 1684 |
| Administrative Professional | 826 | 1106 | 1932 | 67 | 102 | 169 | 33 | 59 | 92 | 18 | 22 | 40 | 15 | 13 | 28 | 1 | 8 | 9 | 759 | 1004 | 1763 |
| Clerical Technical | 190 | 1930 | 2120 | 25 | 220 | 245 | 14 | 112 | 126 | 3 | 25 | 28 | 6 | 63 | 69 | 2 | 20 | 22 | 165 | 1710 | 1875 |
| Labor | 753 | 533 | 1286 | 103 | 178 | 281 | 54 | 111 | 165 | 9 | 5 | 14 | 35 | 56 | 91 | 5 | 6 | 11 | 650 | 355 | 1005 |
| Support Staff Total | 1769 | 3569 | 5338 | 195 | 500 | 695 | 101 | 282 | 383 | 30 | 52 | 82 | 56 | 132 | 188 | 8 | 34 | 42 | 1574 | 3069 | 4643 |
| GRAND TOTAL | 4542 | 4919 | 9461 | 565 | 709 | 1274 | 221 | 385 | 606 | 232 | 132 | 364 | 95 | 151 | 246 | 17 | 41 | 58 | 3977 | 4210 | 8187 |

TABLE 2

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

UNIVERSITY TOTALS
PERCENTAGES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|------|-------|------------------|------|------|-------|-----|------|------------------------|-----|------|----------|-----|-----|-------------------------|----|-----|------------------|------|------|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 87.8 | 12.2 | 100.0 | 7.0 | 1.4 | 8.4 | 2.3 | .9 | 3.2 | 4.2 | .2 | 4.4 | .3 | .2 | .6 | .2 | | .2 | 80.8 | 10.8 | 91.6 |
| Associate Professor | 72.3 | 27.7 | 100.0 | 9.3 | 3.9 | 13.1 | 3.5 | 1.9 | 5.4 | 4.0 | 1.8 | 5.8 | 1.6 | .2 | 1.8 | .2 | | .2 | 63.0 | 23.8 | 86.9 |
| Assistant Professor | 57.3 | 42.7 | 100.0 | 10.2 | 8.0 | 18.3 | 2.5 | 4.0 | 6.5 | 5.6 | 3.1 | 8.7 | 1.9 | .9 | 2.8 | .3 | | .3 | 47.1 | 34.7 | 81.7 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 78.9 | 21.1 | 100.0 | 8.1 | 3.1 | 11.2 | 2.7 | 1.7 | 4.3 | 4.3 | 1.1 | 5.4 | .9 | .3 | 1.2 | .2 | | .2 | 70.7 | 18.0 | 88.8 |
| Continuing Staff | 52.9 | 47.1 | 100.0 | 4.0 | 5.4 | 9.4 | 2.6 | 3.8 | 6.5 | 1.1 | .9 | 2.0 | .3 | .3 | .6 | | .3 | .3 | 48.9 | 41.7 | 90.6 |
| Temporary Faculty | 62.0 | 38.0 | 100.0 | 8.9 | 4.2 | 13.1 | 3.1 | 1.9 | 5.1 | 4.5 | 1.7 | 6.3 | 1.2 | .3 | 1.6 | | .2 | .2 | 53.1 | 33.9 | 86.9 |
| Temporary Staff | 52.4 | 47.6 | 100.0 | 15.3 | 10.6 | 25.8 | 3.6 | 4.0 | 7.6 | 9.7 | 5.1 | 14.8 | 1.4 | 1.0 | 2.4 | .6 | .5 | 1.1 | 37.1 | 37.0 | 74.2 |
| Other Academic Appts. Total | 55.3 | 44.7 | 100.0 | 9.9 | 7.1 | 17.0 | 3.2 | 3.4 | 6.5 | 5.5 | 2.8 | 8.3 | 1.0 | .6 | 1.6 | .2 | .3 | .6 | 45.4 | 37.6 | 83.0 |
| Administrative Professional | 42.8 | 57.2 | 100.0 | 3.5 | 5.3 | 8.7 | 1.7 | 3.1 | 4.8 | .9 | 1.1 | 2.1 | .8 | .7 | 1.4 | .1 | .4 | .5 | 39.3 | 52.0 | 91.3 |
| Clerical Technical | 9.0 | 91.0 | 100.0 | 1.2 | 10.4 | 11.6 | .7 | 5.3 | 5.9 | .1 | 1.2 | 1.3 | .3 | 3.0 | 3.3 | .1 | .9 | 1.0 | 7.8 | 80.7 | 88.4 |
| Labor | 58.6 | 41.4 | 100.0 | 8.0 | 13.8 | 21.9 | 4.2 | 8.6 | 12.8 | .7 | .4 | 1.1 | 2.7 | 4.4 | 7.1 | .4 | .5 | .9 | 50.5 | 27.6 | 78.1 |
| Support Staff Total | 33.1 | 66.9 | 100.0 | 3.7 | 9.4 | 13.0 | 1.9 | 5.3 | 7.2 | .6 | 1.0 | 1.5 | 1.0 | 2.5 | 3.5 | .1 | .6 | .8 | 29.5 | 57.5 | 87.0 |
| GRAND TOTAL | 48.0 | 52.0 | 100.0 | 6.0 | 7.5 | 13.5 | 2.3 | 4.1 | 6.4 | 2.5 | 1.4 | 3.8 | 1.0 | 1.6 | 2.6 | .2 | .4 | .6 | 42.0 | 44.5 | 86.5 |

TABLE 3

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

OFFICE OF THE PROVOST

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 7 | 3 | 10 | 2 | | 2 | 2 | | 2 | | | | | | | | | | 5 | 3 | 8 |
| Associate Professor | 3 | 2 | 5 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 3 | 1 | 4 |
| Assistant Professor | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | | 1 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 12 | 5 | 17 | 3 | 1 | 4 | 3 | 1 | 4 | | | | | | | | | | 9 | 4 | 13 |
| Continuing Staff | 21 | 44 | 65 | | 6 | 6 | | 3 | 3 | | 1 | 1 | | 2 | 2 | | | | 21 | 38 | 59 |
| Temporary Faculty | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Temporary Staff | 39 | 27 | 66 | 8 | 3 | 11 | 6 | 2 | 8 | | | | 1 | 1 | 2 | 1 | | 1 | 31 | 24 | 55 |
| Other Academic Appts. Total | 62 | 71 | 133 | 8 | 9 | 17 | 6 | 5 | 11 | | 1 | 1 | 1 | 3 | 4 | 1 | | 1 | 54 | 62 | 116 |
| Administrative Professional | 20 | 35 | 55 | 2 | 3 | 5 | 1 | 2 | 3 | 1 | | 1 | | 1 | 1 | | | | 18 | 32 | 50 |
| Clerical Technical | 15 | 116 | 131 | | 14 | 14 | | 8 | 8 | | 1 | 1 | | 4 | 4 | | 1 | 1 | 15 | 102 | 117 |
| Labor | 1 | | 1 | 1 | | 1 | 1 | | 1 | | | | | | | | | | | | |
| Support Staff Total | 36 | 151 | 187 | 3 | 17 | 20 | 2 | 10 | 12 | 1 | 1 | 2 | | 5 | 5 | | 1 | 1 | 33 | 134 | 167 |
| GRAND TOTAL | 110 | 227 | 337 | 14 | 27 | 41 | 11 | 16 | 27 | 1 | 2 | 3 | 1 | 8 | 9 | 1 | 1 | 2 | 96 | 200 | 296 |

TABLE 4

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

ACADEMIC HUMAN
RESOURCES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | | 1 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | | 1 |
| Continuing Staff | | | | | | | | | | | | | | | | | | | | | |
| Temporary Faculty | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Administrative Professional | 4 | 5 | 9 | 2 | 1 | 3 | 1 | 1 | 2 | | | | 1 | | 1 | | | | 2 | 4 | 6 |
| Clerical Technical | | 8 | 8 | | 3 | 3 | | 2 | 2 | | | | | 1 | 1 | | | | | 5 | 5 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 4 | 13 | 17 | 2 | 4 | 6 | 1 | 3 | 4 | | | | 1 | 1 | 2 | | | | 2 | 9 | 11 |
| GRAND TOTAL | 6 | 14 | 20 | 3 | 4 | 7 | 2 | 3 | 5 | | | | 1 | 1 | 2 | | | | 3 | 10 | 13 |

TABLE 5

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

NATIONAL SUPERCONDUCTING
CYCLOTRON LABORATORY

| EMPLOYEE CATEGORIES. | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|----|-----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Continuing Staff | 30 | 2 | 32 | 2 | 1 | 3 | | | | 2 | 1 | 3 | | | | | | | 28 | 1 | 29 |
| Temporary Faculty | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Temporary Staff | 13 | 1 | 14 | 2 | | 2 | | | | 2 | | 2 | | | | | | | 11 | 1 | 12 |
| Other Academic Appts. Total | 44 | 3 | 47 | 4 | 1 | 5 | | | | 4 | 1 | 5 | | | | | | | 40 | 2 | 42 |
| Administrative Professional | 28 | 11 | 39 | 2 | | 2 | 1 | | 1 | | | | 1 | | 1 | | | | 26 | 11 | 37 |
| Clerical Technical | | 5 | 5 | | 1 | 1 | | | | | | | | | | | 1 | 1 | | 4 | 4 |
| Labor | 20 | | 20 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 19 | | 19 |
| Support Staff Total | 48 | 16 | 64 | 3 | 1 | 4 | 1 | | 1 | | | | 2 | | 2 | | 1 | 1 | 45 | 15 | 60 |
| GRAND TOTAL | 95 | 19 | 114 | 7 | 2 | 9 | 1 | | 1 | 4 | 1 | 5 | 2 | | 2 | | 1 | 1 | 88 | 17 | 105 |

TABLE 6

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

ACADEMIC
SERVICES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|--------------------------------|--------------------|-----|-----|---------------------|----|----|-------|----|----|---------------------------|---|---|----------|---|---|-----------------------------|---|---|----------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Associate Professor | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | 3 | 3 | | | | | | | | | | | | | | | | | 3 | 3 |
| Continuing Staff | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Apts. Total | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Administrative Professional | 12 | 24 | 36 | 3 | 3 | 6 | 2 | 2 | 4 | | | | 1 | | 1 | | 1 | 1 | 9 | 21 | 30 |
| Clerical Technical | 2 | 110 | 112 | 1 | 20 | 21 | 1 | 9 | 10 | | 3 | 3 | | 4 | 4 | | 4 | 4 | 1 | 90 | 91 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 14 | 134 | 148 | 4 | 23 | 27 | 3 | 11 | 14 | | 3 | 3 | 1 | 4 | 5 | | 5 | 5 | 10 | 111 | 121 |
| GRAND TOTAL | 15 | 137 | 152 | 4 | 23 | 27 | 3 | 11 | 14 | | 3 | 3 | 1 | 4 | 5 | | 5 | 5 | 11 | 114 | 125 |

TABLE 7

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

INTERNATIONAL STUDIES
AND PROGRAMS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|---------------------------------------|--------------------|----|----|---------------------|---|---|-------|---|---|---------------------------|---|---|----------|---|---|-----------------------------|---|---|----------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 5 | | 5 | 2 | | 2 | | | | 1 | | 1 | 1 | | 1 | | | | 3 | | 3 |
| Associate Professor | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 5 | 1 | 6 | 2 | | 2 | | | | 1 | | 1 | 1 | | 1 | | | | 3 | 1 | 4 |
| Continuing Staff | 2 | 1 | 3 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 1 | 1 | 2 |
| Temporary Faculty | 4 | 3 | 7 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 3 | 3 | 6 |
| Temporary Staff | 4 | 4 | 8 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 3 | 4 | 7 |
| Other Academic Apts. Total | 10 | 8 | 18 | 3 | | 3 | 1 | | 1 | 2 | | 2 | | | | | | | 7 | 8 | 15 |
| Administrative Professional | 2 | 12 | 14 | | 2 | 2 | | 2 | 2 | | | | | | | | | | 2 | 10 | 12 |
| Clerical Technical | | 17 | 17 | | 2 | 2 | | 2 | 2 | | | | | | | | | | | 15 | 15 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 2 | 29 | 31 | | 4 | 4 | | 4 | 4 | | | | | | | | | | 2 | 25 | 27 |
| GRAND TOTAL | 17 | 38 | 55 | 5 | 4 | 9 | 1 | 4 | 5 | 3 | | 3 | 1 | | 1 | | | | 12 | 34 | 46 |

TABLE 8

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

UNIVERSITY OUTREACH

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 2 | 1 | 3 | | | | | | | | | | | | | | | | 2 | 1 | 3 |
| Associate Professor | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 3 | 1 | 4 | | | | | | | | | | | | | | | | 3 | 1 | 4 |
| Continuing Staff | 1 | 4 | 5 | | 2 | 2 | | 2 | 2 | | | | | | | | | | 1 | 2 | 3 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | 6 | 5 | 11 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 6 | 4 | 10 |
| Other Academic Appts. Total | 7 | 9 | 16 | | 3 | 3 | | 3 | 3 | | | | | | | | | | 7 | 6 | 13 |
| Administrative Professional | 3 | 11 | 14 | | | | | | | | | | | | | | | | 3 | 11 | 14 |
| Clerical Technical | | 25 | 25 | | 4 | 4 | | 4 | 4 | | | | | | | | | | | 21 | 21 |
| Labor | 4 | | 4 | | | | | | | | | | | | | | | | 4 | | 4 |
| Support Staff Total | 7 | 36 | 43 | | 4 | 4 | | 4 | 4 | | | | | | | | | | 7 | 32 | 39 |
| GRAND TOTAL | 17 | 46 | 63 | | 7 | 7 | | 7 | 7 | | | | | | | | | | 17 | 39 | 56 |

TABLE 9

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

UNDERGRADUATE EDUCATION

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|----|----|-------|----|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 5 | 2 | 7 | 2 | | 2 | 2 | | 2 | | | | | | | | | | 3 | 2 | 5 |
| Associate Professor | 1 | | 1 | 1 | | 1 | 1 | | 1 | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 6 | 2 | 8 | 3 | | 3 | 3 | | 3 | | | | | | | | | | 3 | 2 | 5 |
| Continuing Staff | 3 | 11 | 14 | | 5 | 5 | | 3 | 3 | | 1 | 1 | | | | | 1 | 1 | 3 | 6 | 9 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | 10 | 22 | 32 | 8 | 13 | 21 | 6 | 8 | 14 | | 1 | 1 | 2 | 3 | 5 | | 1 | 1 | 2 | 9 | 11 |
| Other Academic Appts. Total | 13 | 33 | 46 | 8 | 18 | 26 | 6 | 11 | 17 | | 2 | 2 | 2 | 3 | 5 | | 2 | 2 | 5 | 15 | 20 |
| Administrative Professional | 1 | 4 | 5 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 1 | 3 | 4 |
| Clerical Technical | | 21 | 21 | | 7 | 7 | | 5 | 5 | | | | | 1 | 1 | | 1 | 1 | | 14 | 14 |
| Labor | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Support Staff Total | 3 | 25 | 28 | | 8 | 8 | | 6 | 6 | | | | | 1 | 1 | | 1 | 1 | 3 | 17 | 20 |
| GRAND TOTAL | 22 | 60 | 82 | 11 | 26 | 37 | 9 | 17 | 26 | | 2 | 2 | 2 | 4 | 6 | | 3 | 3 | 11 | 34 | 45 |

TABLE 10

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

AGRICULTURE AND
NATURAL RESOURCES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|----|----------|---|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 166 | 7 | 173 | 8 | 1 | 9 | 2 | 1 | 3 | 5 | | 5 | | | | 1 | | 1 | 158 | 6 | 164 |
| Associate Professor | 52 | 8 | 60 | 4 | 1 | 5 | 2 | 1 | 3 | 2 | | 2 | | | | | | | 48 | 7 | 55 |
| Assistant Professor | 26 | 8 | 34 | 4 | 2 | 6 | | | | 2 | 2 | 4 | 2 | | 2 | | | | 22 | 6 | 28 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 244 | 23 | 267 | 16 | 4 | 20 | 4 | 2 | 6 | 9 | 2 | 11 | 2 | | 2 | 1 | | 1 | 228 | 19 | 247 |
| Continuing Staff | 17 | 5 | 22 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 16 | 5 | 21 |
| Temporary Faculty | 32 | 8 | 40 | 5 | | 5 | 2 | | 2 | 2 | | 2 | 1 | | 1 | | | | 27 | 8 | 35 |
| Temporary Staff | 84 | 38 | 122 | 22 | 5 | 27 | 3 | | 3 | 16 | 4 | 20 | 2 | | 2 | 1 | 1 | 2 | 62 | 33 | 95 |
| Other Academic Apts. Total | 133 | 51 | 184 | 28 | 5 | 33 | 5 | | 5 | 19 | 4 | 23 | 3 | | 3 | 1 | 1 | 2 | 105 | 46 | 151 |
| Administrative Professional | 89 | 77 | 166 | 1 | 5 | 6 | | 2 | 2 | | 1 | 1 | 1 | 1 | 2 | | 1 | 1 | 88 | 72 | 160 |
| Clerical Technical | 19 | 143 | 162 | | 18 | 18 | | 6 | 6 | | 2 | 2 | | 7 | 7 | | 3 | 3 | 19 | 125 | 144 |
| Labor | 46 | 2 | 48 | 2 | | 2 | | | | 1 | | 1 | 1 | | 1 | | | | 44 | 2 | 46 |
| Support Staff Total | 154 | 222 | 376 | 3 | 23 | 26 | | 8 | 8 | 1 | 3 | 4 | 2 | 8 | 10 | | 4 | 4 | 151 | 199 | 350 |
| GRAND TOTAL | 531 | 296 | 827 | 47 | 32 | 79 | 9 | 10 | 19 | 29 | 9 | 38 | 7 | 8 | 15 | 2 | 5 | 7 | 484 | 264 | 748 |

TABLE 11

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

AGRICULTURAL EXPERIMENT
STATION

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|---|---|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|---|---|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Continuing Staff | | | | | | | | | | | | | | | | | | | | | |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | | | | | | | | | | | | | | | | | | | | | |
| Administrative Professional | | 3 | 3 | | | | | | | | | | | | | | | | | 3 | 3 |
| Clerical Technical | | 3 | 3 | | | | | | | | | | | | | | | | | 3 | 3 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | | 6 | 6 | | | | | | | | | | | | | | | | | 6 | 6 |
| GRAND TOTAL | 2 | 6 | 8 | | | | | | | | | | | | | | | | 2 | 6 | 8 |

TABLE 12

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

COOPERATIVE EXTENSION

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|----|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Continuing Staff | 180 | 159 | 339 | 10 | 9 | 19 | 9 | 8 | 17 | | | | 1 | | 1 | | 1 | 1 | 170 | 150 | 320 |
| Temporary Faculty | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Staff | 14 | 21 | 35 | 1 | 2 | 3 | 1 | 1 | 2 | | | | | 1 | 1 | | | | 13 | 19 | 32 |
| Other Academic Appts. Total | 194 | 181 | 375 | 11 | 11 | 22 | 10 | 9 | 19 | | | | 1 | 1 | 2 | | 1 | 1 | 183 | 170 | 353 |
| Administrative Professional | 1 | 10 | 11 | | 1 | 1 | | | | | | | | 1 | 1 | | | | 1 | 9 | 10 |
| Clerical Technical | 1 | 41 | 42 | | 6 | 6 | | 4 | 4 | | | | | 1 | 1 | | 1 | 1 | 1 | 35 | 36 |
| Labor | 4 | 118 | 122 | 1 | 50 | 51 | 1 | 38 | 39 | | | | | 8 | 8 | | 4 | 4 | 3 | 68 | 71 |
| Support Staff Total | 6 | 169 | 175 | 1 | 57 | 58 | 1 | 42 | 43 | | | | | 10 | 10 | | 5 | 5 | 5 | 112 | 117 |
| GRAND TOTAL | 200 | 352 | 552 | 12 | 68 | 80 | 11 | 51 | 62 | | | | 1 | 11 | 12 | | 6 | 6 | 188 | 284 | 472 |

TABLE 13

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

ARTS AND LETTERS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 159 | 33 | 192 | 5 | 3 | 8 | 2 | 2 | 4 | 3 | | 3 | | 1 | 1 | | | | 154 | 30 | 184 |
| Associate Professor | 50 | 30 | 80 | 7 | 3 | 10 | 1 | 2 | 3 | 2 | | 2 | 3 | 1 | 4 | 1 | | 1 | 43 | 27 | 70 |
| Assistant Professor | 24 | 26 | 50 | 5 | 4 | 9 | 1 | 2 | 3 | 3 | 2 | 5 | | | | 1 | | 1 | 19 | 22 | 41 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 233 | 89 | 322 | 17 | 10 | 27 | 4 | 6 | 10 | 8 | 2 | 10 | 3 | 2 | 5 | 2 | | 2 | 216 | 79 | 295 |
| Continuing Staff | 1 | 4 | 5 | | | | | | | | | | | | | | | | 1 | 4 | 5 |
| Temporary Faculty | 34 | 20 | 54 | 3 | 3 | 6 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | | 1 | | | | 31 | 17 | 48 |
| Temporary Staff | 2 | 8 | 10 | | 1 | 1 | | | | | 1 | 1 | | | | | | | 2 | 7 | 9 |
| Other Academic Appts. Total | 37 | 32 | 69 | 3 | 4 | 7 | 1 | 1 | 2 | 1 | 3 | 4 | 1 | | 1 | | | | 34 | 28 | 62 |
| Administrative Professional | 2 | 13 | 15 | | 3 | 3 | | 3 | 3 | | | | | | | | | | 2 | 10 | 12 |
| Clerical Technical | 5 | 46 | 51 | 1 | 5 | 6 | | 4 | 4 | | | | 1 | 1 | 2 | | | | 4 | 41 | 45 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 7 | 59 | 66 | 1 | 8 | 9 | | 7 | 7 | | | | 1 | 1 | 2 | | | | 6 | 51 | 57 |
| GRAND TOTAL | 277 | 180 | 457 | 21 | 22 | 43 | 5 | 14 | 19 | 9 | 5 | 14 | 5 | 3 | 8 | 2 | | 2 | 256 | 158 | 414 |

TABLE 14

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

THE ELI BROAD
COLLEGE OF BUSINESS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|-----|------------------|---|----|-------|---|---|------------------------|---|----|----------|---|---|-------------------------|---|---|------------------|----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 58 | 1 | 59 | 2 | | 2 | | | | 2 | | 2 | | | | | | | 56 | 1 | 57 |
| Associate Professor | 36 | 8 | 44 | 4 | 1 | 5 | 3 | | 3 | 1 | 1 | 2 | | | | | | | 32 | 7 | 39 |
| Assistant Professor | 15 | 10 | 25 | 6 | | 6 | | | | 6 | | 6 | | | | | | | 9 | 10 | 19 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 109 | 19 | 128 | 12 | 1 | 13 | 3 | | 3 | 9 | 1 | 10 | | | | | | | 97 | 18 | 115 |
| Continuing Staff | 4 | 4 | 8 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 3 | 4 | 7 |
| Temporary Faculty | 8 | | 8 | | | | | | | | | | | | | | | | 8 | | 8 |
| Temporary Staff | 14 | 5 | 19 | 2 | 2 | 4 | 1 | 1 | 2 | 1 | | 1 | | | | | 1 | 1 | 12 | 3 | 15 |
| Other Academic Appts. Total | 26 | 9 | 35 | 3 | 2 | 5 | 2 | 1 | 3 | 1 | | 1 | | | | | 1 | 1 | 23 | 7 | 30 |
| Administrative Professional | 3 | 20 | 23 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 3 | 19 | 22 |
| Clerical Technical | 3 | 40 | 43 | | 3 | 3 | | 1 | 1 | | | | | 2 | 2 | | | | 3 | 37 | 40 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 6 | 60 | 66 | | 4 | 4 | | 2 | 2 | | | | | 2 | 2 | | | | 6 | 56 | 62 |
| GRAND TOTAL | 141 | 88 | 229 | 15 | 7 | 22 | 5 | 3 | 8 | 10 | 1 | 11 | | 2 | 2 | | 1 | 1 | 126 | 81 | 207 |

TABLE 15

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

COMMUNICATION ARTS
AND SCIENCES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|----|-----|------------------|---|----|-------|---|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 20 | 1 | 21 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 19 | 1 | 20 |
| Associate Professor | 17 | 3 | 20 | 3 | 1 | 4 | 3 | 1 | 4 | | | | | | | | | | 14 | 2 | 16 |
| Assistant Professor | 9 | 9 | 18 | | 2 | 2 | | | | | 1 | 1 | | 1 | 1 | | | | 9 | 7 | 16 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 46 | 13 | 59 | 4 | 3 | 7 | 4 | 1 | 5 | | 1 | 1 | | 1 | 1 | | | | 42 | 10 | 52 |
| Continuing Staff | 4 | 6 | 10 | 1 | 1 | 2 | 1 | 1 | 2 | | | | | | | | | | 3 | 5 | 8 |
| Temporary Faculty | 6 | 4 | 10 | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | 4 | 4 | 8 |
| Temporary Staff | 15 | 12 | 27 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | 15 | 10 | 25 |
| Other Academic Appts. Total | 25 | 22 | 47 | 3 | 3 | 6 | 2 | 2 | 4 | 1 | 1 | 2 | | | | | | | 22 | 19 | 41 |
| Administrative Professional | 1 | 7 | 8 | | | | | | | | | | | | | | | | 1 | 7 | 8 |
| Clerical Technical | 1 | 20 | 21 | | 3 | 3 | | 2 | 2 | | | | | 1 | 1 | | | | 1 | 17 | 18 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 2 | 27 | 29 | | 3 | 3 | | 2 | 2 | | | | | 1 | 1 | | | | 2 | 24 | 26 |
| GRAND TOTAL | 73 | 62 | 135 | 7 | 9 | 16 | 6 | 5 | 11 | 1 | 2 | 3 | | 2 | 2 | | | | 66 | 53 | 119 |

TABLE 16

5

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

EDUCATION

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 61 | 21 | 82 | 2 | 1 | 3 | 2 | 1 | 3 | | | | | | | | | | 59 | 20 | 79 |
| Associate Professor | 30 | 26 | 56 | 4 | 5 | 9 | | 3 | 3 | 1 | 2 | 3 | 3 | | 3 | | | | 26 | 21 | 47 |
| Assistant Professor | 4 | 10 | 14 | 1 | 4 | 5 | | 3 | 3 | 1 | | 1 | | 1 | 1 | | | | 3 | 6 | 9 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 95 | 57 | 152 | 7 | 10 | 17 | 2 | 7 | 9 | 2 | 2 | 4 | 3 | 1 | 4 | | | | 88 | 47 | 135 |
| Continuing Staff | 5 | 4 | 9 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 4 | 4 | 8 |
| Temporary Faculty | 13 | 22 | 35 | | 3 | 3 | | 2 | 2 | | | | | 1 | 1 | | | | 13 | 19 | 32 |
| Temporary Staff | 30 | 69 | 99 | 5 | 7 | 12 | 3 | 6 | 9 | | 1 | 1 | 2 | | 2 | | | | 25 | 62 | 87 |
| Other Academic Appts. Total | 48 | 95 | 143 | 6 | 10 | 16 | 3 | 8 | 11 | 1 | 1 | 2 | 2 | 1 | 3 | | | | 42 | 85 | 127 |
| Administrative Professional | 1 | 13 | 14 | | | | | | | | | | | | | | | | 1 | 13 | 14 |
| Clerical Technical | | 74 | 74 | | 5 | 5 | | 3 | 3 | | | | | 2 | 2 | | | | | 69 | 69 |
| Labor | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Support Staff Total | 1 | 89 | 90 | | 5 | 5 | | 3 | 3 | | | | | 2 | 2 | | | | 1 | 84 | 85 |
| GRAND TOTAL | 144 | 241 | 385 | 13 | 25 | 38 | 5 | 18 | 23 | 3 | 3 | 6 | 5 | 4 | 9 | | | | 131 | 216 | 347 |

TABLE 17

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1991**

ENGINEERING

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|-----|------------------|----|----|-------|---|----|------------------------|---|----|----------|---|---|-------------------------|---|---|------------------|----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 58 | | 58 | 9 | | 9 | 1 | | 1 | 8 | | 8 | | | | | | | 49 | | 49 |
| Associate Professor | 41 | 1 | 42 | 13 | | 13 | 1 | | 1 | 11 | | 11 | 1 | | 1 | | | | 28 | 1 | 29 |
| Assistant Professor | 24 | 5 | 29 | 6 | 1 | 7 | 1 | | 1 | 4 | 1 | 5 | 1 | | 1 | | | | 18 | 4 | 22 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 123 | 6 | 129 | 28 | 1 | 29 | 3 | | 3 | 23 | 1 | 24 | 2 | | 2 | | | | 95 | 5 | 100 |
| Continuing Staff | 11 | 6 | 17 | 2 | 2 | 4 | 2 | 2 | 4 | | | | | | | | | | 9 | 4 | 13 |
| Temporary Faculty | 6 | 2 | 8 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 5 | 2 | 7 |
| Temporary Staff | 18 | 3 | 21 | 7 | 1 | 8 | | | | 6 | 1 | 7 | 1 | | 1 | | | | 11 | 2 | 13 |
| Other Academic Apts. Total | 35 | 11 | 46 | 10 | 3 | 13 | 2 | 2 | 4 | 7 | 1 | 8 | 1 | | 1 | | | | 25 | 8 | 33 |
| Administrative Professional | 14 | 17 | 31 | | 3 | 3 | | 3 | 3 | | | | | | | | | | 14 | 14 | 28 |
| Clerical Technical | 2 | 44 | 46 | | 3 | 3 | | 2 | 2 | | | | | 1 | 1 | | | | 2 | 41 | 43 |
| Labor | 7 | | 7 | | | | | | | | | | | | | | | | 7 | | 7 |
| Support Staff Total | 23 | 61 | 84 | | 6 | 6 | | 5 | 5 | | | | | 1 | 1 | | | | 23 | 55 | 78 |
| GRAND TOTAL | 181 | 78 | 259 | 38 | 10 | 48 | 5 | 7 | 12 | 30 | 2 | 32 | 3 | 1 | 4 | | | | 143 | 68 | 211 |

TABLE 18

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

HUMAN ECOLOGY

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 9 | 18 | 27 | | 3 | 3 | | 2 | 2 | | 1 | 1 | | | | | | | 9 | 15 | 24 |
| Associate Professor | 6 | 16 | 22 | 1 | 2 | 3 | 1 | | 1 | | 2 | 2 | | | | | | | 5 | 14 | 19 |
| Assistant Professor | 1 | 6 | 7 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | 1 | 4 | 5 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 16 | 40 | 56 | 1 | 7 | 8 | 1 | 3 | 4 | | 4 | 4 | | | | | | | 15 | 33 | 48 |
| Continuing Staff | | 8 | 8 | | | | | | | | | | | | | | | | | 8 | 8 |
| Temporary Faculty | 2 | 14 | 16 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 2 | 13 | 15 |
| Temporary Staff | 1 | 13 | 14 | 1 | 3 | 4 | | 1 | 1 | | 2 | 2 | 1 | | 1 | | | | | 10 | 10 |
| Other Academic Appts. Total | 3 | 35 | 38 | 1 | 4 | 5 | | 2 | 2 | | 2 | 2 | 1 | | 1 | | | | 2 | 31 | 33 |
| Administrative Professional | 1 | 9 | 10 | | | | | | | | | | | | | | | | 1 | 9 | 10 |
| Clerical Technical | | 28 | 28 | | | | | | | | | | | | | | | | | 28 | 28 |
| Labor | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Support Staff Total | 1 | 39 | 40 | | | | | | | | | | | | | | | | 1 | 39 | 40 |
| GRAND TOTAL | 20 | 114 | 134 | 2 | 11 | 13 | 1 | 5 | 6 | | 6 | 6 | 1 | | 1 | | | | 18 | 103 | 121 |

TABLE 19

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

HUMAN MEDICINE

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|----|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 68 | 7 | 75 | 8 | | 8 | 2 | | 2 | 6 | | 6 | | | | | | | 60 | 7 | 67 |
| Associate Professor | 20 | 16 | 36 | 3 | 5 | 8 | 1 | 1 | 2 | 2 | 4 | 6 | | | | | | | 17 | 11 | 28 |
| Assistant Professor | 2 | 5 | 7 | | 1 | 1 | | | | | | | | 1 | 1 | | | | 2 | 4 | 6 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 90 | 28 | 118 | 11 | 6 | 17 | 3 | 1 | 4 | 8 | 4 | 12 | | 1 | 1 | | | | 79 | 22 | 101 |
| Continuing Staff | 2 | 2 | 4 | | | | | | | | | | | | | | | | 2 | 2 | 4 |
| Temporary Faculty | 100 | 49 | 149 | 16 | 5 | 21 | 6 | 1 | 7 | 7 | 4 | 11 | 3 | | 3 | | | | 84 | 44 | 128 |
| Temporary Staff | 21 | 22 | 43 | 14 | 6 | 20 | 1 | 3 | 4 | 13 | 3 | 16 | | | | | | | 7 | 16 | 23 |
| Other Academic Appts. Total | 123 | 73 | 196 | 30 | 11 | 41 | 7 | 4 | 11 | 20 | 7 | 27 | 3 | | 3 | | | | 93 | 62 | 155 |
| Administrative Professional | 21 | 92 | 113 | 3 | 9 | 12 | 2 | 2 | 4 | 1 | 2 | 3 | | 3 | 3 | | 2 | 2 | 18 | 83 | 101 |
| Clerical Technical | 14 | 167 | 181 | 1 | 10 | 11 | | 4 | 4 | 1 | 3 | 4 | | 2 | 2 | | 1 | 1 | 13 | 157 | 170 |
| Labor | | 1 | 1 | | 1 | 1 | | 1 | 1 | | | | | | | | | | | | |
| Support Staff Total | 35 | 260 | 295 | 4 | 20 | 24 | 2 | 7 | 9 | 2 | 5 | 7 | | 5 | 5 | | 3 | 3 | 31 | 240 | 271 |
| GRAND TOTAL | 248 | 361 | 609 | 45 | 37 | 82 | 12 | 12 | 24 | 30 | 16 | 46 | 3 | 6 | 9 | | 3 | 3 | 203 | 324 | 527 |

TABLE 20

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

JAMES MADISON

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 4 | 1 | 5 | | | | | | | | | | | | | | | | 4 | 1 | 5 |
| Associate Professor | 4 | | 4 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 3 | | 3 |
| Assistant Professor | 6 | 3 | 9 | 2 | | 2 | 1 | | 1 | | | | 1 | | 1 | | | | 4 | 3 | 7 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 14 | 4 | 18 | 3 | | 3 | 1 | | 1 | 1 | | 1 | 1 | | 1 | | | | 11 | 4 | 15 |
| Continuing Staff | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Faculty | 4 | 2 | 6 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 3 | 2 | 5 |
| Temporary Staff | | 3 | 3 | | | | | | | | | | | | | | | | | 3 | 3 |
| Other Academic Appts. Total | 4 | 6 | 10 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 3 | 6 | 9 |
| Administrative Professional | | 3 | 3 | | 1 | 1 | | | | | | | | | | | 1 | 1 | | 2 | 2 |
| Clerical Technical | | 3 | 3 | | | | | | | | | | | | | | | | | 3 | 3 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | | 6 | 6 | | 1 | 1 | | | | | | | | | | | 1 | 1 | | 5 | 5 |
| GRAND TOTAL | 18 | 16 | 34 | 4 | 1 | 5 | 1 | | 1 | 1 | | 1 | 2 | | 2 | | 1 | 1 | 14 | 15 | 29 |

TABLE 21

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

NATURAL SCIENCE

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|-----|-------|----|----|------------------------|----|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 223 | 16 | 239 | 25 | 3 | 28 | 3 | | 3 | 21 | 2 | 23 | | 1 | 1 | 1 | | 1 | 198 | 13 | 211 |
| Associate Professor | 46 | 14 | 60 | 3 | 1 | 4 | 1 | 1 | 2 | 2 | | 2 | | | | | | | 43 | 13 | 56 |
| Assistant Professor | 37 | 11 | 48 | 2 | 2 | 4 | 1 | 1 | 2 | 1 | 1 | 2 | | | | | | | 35 | 9 | 44 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 306 | 41 | 347 | 30 | 6 | 36 | 5 | 2 | 7 | 24 | 3 | 27 | | 1 | 1 | 1 | | 1 | 276 | 35 | 311 |
| Continuing Staff | 18 | 13 | 31 | 2 | 3 | 5 | 1 | 2 | 3 | 1 | 1 | 2 | | | | | | | 16 | 10 | 26 |
| Temporary Faculty | 47 | 17 | 64 | 12 | 1 | 13 | 3 | | 3 | 9 | | 9 | | 1 | 1 | | | | 35 | 16 | 51 |
| Temporary Staff | 93 | 54 | 147 | 34 | 17 | 51 | 3 | 2 | 5 | 30 | 14 | 44 | 1 | 1 | 2 | | | | 59 | 37 | 96 |
| Other Academic Appts. Total | 158 | 84 | 242 | 48 | 21 | 69 | 7 | 4 | 11 | 40 | 15 | 55 | 1 | 2 | 3 | | | | 110 | 63 | 173 |
| Administrative Professional | 60 | 51 | 111 | 4 | 2 | 6 | | | | 3 | 1 | 4 | 1 | 1 | 2 | | | | 56 | 49 | 105 |
| Clerical Technical | 16 | 107 | 123 | 3 | 8 | 11 | 2 | 5 | 7 | | 1 | 1 | 1 | 2 | 3 | | | | 13 | 99 | 112 |
| Labor | 25 | 9 | 34 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 24 | 9 | 33 |
| Support Staff Total | 101 | 167 | 268 | 8 | 10 | 18 | 3 | 5 | 8 | 3 | 2 | 5 | 2 | 3 | 5 | | | | 93 | 157 | 250 |
| GRAND TOTAL | 565 | 292 | 857 | 86 | 37 | 123 | 15 | 11 | 26 | 67 | 20 | 87 | 3 | 6 | 9 | 1 | | 1 | 479 | 255 | 734 |

TABLE 22

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

NURSING

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|--------------------------|---|---|-------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | 4 | 4 | | | | | | | | | | | | | | | | | 4 | 4 |
| Associate Professor | | 7 | 7 | | | | | | | | | | | | | | | | | 7 | 7 |
| Assistant Professor | 1 | 13 | 14 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 1 | 12 | 13 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 1 | 24 | 25 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 1 | 23 | 24 |
| Continuing Staff | | | | | | | | | | | | | | | | | | | | | |
| Temporary Faculty | | 12 | 12 | | 1 | 1 | | | | | 1 | 1 | | | | | | | | 11 | 11 |
| Temporary Staff | | 5 | 5 | | | | | | | | | | | | | | | | | 5 | 5 |
| Other Academic Appts. Total | | 17 | 17 | | 1 | 1 | | | | | 1 | 1 | | | | | | | | 16 | 16 |
| Administrative Professional | 1 | 4 | 5 | 1 | | 1 | | | | | | | 1 | | 1 | | | | | 4 | 4 |
| Clerical Technical | | 10 | 10 | | | | | | | | | | | | | | | | | 10 | 10 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 1 | 14 | 15 | 1 | | 1 | | | | | | | 1 | | 1 | | | | | 14 | 14 |
| GRAND TOTAL | 2 | 55 | 57 | 1 | 2 | 3 | | 1 | 1 | | 1 | 1 | 1 | | 1 | | | | 1 | 53 | 54 |

TABLE 23

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

OSTEOPATHIC MEDICINE

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|----|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 48 | 8 | 56 | 3 | 2 | 5 | 1 | 2 | 3 | 1 | | 1 | 1 | | 1 | | | | 45 | 6 | 51 |
| Associate Professor | 26 | 6 | 32 | | | | | | | | | | | | | | | | 26 | 6 | 32 |
| Assistant Professor | 3 | 5 | 8 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 2 | 5 | 7 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 77 | 19 | 96 | 4 | 2 | 6 | 1 | 2 | 3 | 1 | | 1 | 2 | | 2 | | | | 73 | 17 | 90 |
| Continuing Staff | 1 | 3 | 4 | | 1 | 1 | | | | | 1 | 1 | | | | | | | 1 | 2 | 3 |
| Temporary Faculty | 45 | 23 | 68 | 3 | 4 | 7 | | 2 | 2 | 3 | 1 | 4 | | | | | 1 | 1 | 42 | 19 | 61 |
| Temporary Staff | 12 | 23 | 35 | 2 | 7 | 9 | 1 | 1 | 2 | 1 | 5 | 6 | | 1 | 1 | | | | 10 | 16 | 26 |
| Other Academic Appts. Total | 58 | 49 | 107 | 5 | 12 | 17 | 1 | 3 | 4 | 4 | 7 | 11 | | 1 | 1 | | 1 | 1 | 53 | 37 | 90 |
| Administrative Professional | 19 | 50 | 69 | 2 | 3 | 5 | 1 | 1 | 2 | 1 | 1 | 2 | | | | | 1 | 1 | 17 | 47 | 64 |
| Clerical Technical | 7 | 94 | 101 | 1 | 9 | 10 | 1 | 5 | 6 | | 2 | 2 | | | | | 2 | 2 | 6 | 85 | 91 |
| Labor | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Support Staff Total | 26 | 145 | 171 | 3 | 12 | 15 | 2 | 6 | 8 | 1 | 3 | 4 | | | | | 3 | 3 | 23 | 133 | 156 |
| GRAND TOTAL | 161 | 213 | 374 | 12 | 26 | 38 | 4 | 11 | 15 | 6 | 10 | 16 | 2 | 1 | 3 | | 4 | 4 | 149 | 187 | 336 |

TABLE 24

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

SOCIAL SCIENCE

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 96 | 16 | 112 | 4 | 3 | 7 | 2 | 2 | 4 | | | | 2 | 1 | 3 | | | | 92 | 13 | 105 |
| Associate Professor | 39 | 11 | 50 | 3 | 1 | 4 | 2 | 1 | 3 | | | | 1 | | 1 | | | | 36 | 10 | 46 |
| Assistant Professor | 19 | 17 | 36 | 4 | 4 | 8 | 2 | 2 | 4 | 1 | 2 | 3 | 1 | | 1 | | | | 15 | 13 | 28 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 154 | 44 | 198 | 11 | 8 | 19 | 6 | 5 | 11 | 1 | 2 | 3 | 4 | 1 | 5 | | | | 143 | 36 | 179 |
| Continuing Staff | 5 | 13 | 18 | | 3 | 3 | | 2 | 2 | | 1 | 1 | | | | | | | 5 | 10 | 15 |
| Temporary Faculty | 22 | 16 | 38 | 5 | 2 | 7 | 3 | | 3 | 2 | 2 | 4 | | | | | | | 17 | 14 | 31 |
| Temporary Staff | 9 | 27 | 36 | 1 | 5 | 6 | | 2 | 2 | 1 | 3 | 4 | | | | | | | 8 | 22 | 30 |
| Other Academic Appts. Total | 36 | 56 | 92 | 6 | 10 | 16 | 3 | 4 | 7 | 3 | 6 | 9 | | | | | | | 30 | 46 | 76 |
| Administrative Professional | 6 | 25 | 31 | | 1 | 1 | | | | | 1 | 1 | | | | | | | 6 | 24 | 30 |
| Clerical Technical | 1 | 64 | 65 | | 4 | 4 | | 3 | 3 | | | | | 1 | 1 | | | | 1 | 60 | 61 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 7 | 89 | 96 | | 5 | 5 | | 3 | 3 | | 1 | 1 | | 1 | 1 | | | | 7 | 84 | 91 |
| GRAND TOTAL | 197 | 189 | 386 | 17 | 23 | 40 | 9 | 12 | 21 | 4 | 9 | 13 | 4 | 2 | 6 | | | | 180 | 166 | 346 |

TABLE 25

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

URBAN AFFAIRS PROGRAM

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|----|----|------------------|---|----|-------|---|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 3 | | 3 | 2 | | 2 | 2 | | 2 | | | | | | | | | | 1 | | 1 |
| Associate Professor | 3 | 1 | 4 | 3 | 1 | 4 | 3 | | 3 | | 1 | 1 | | | | | | | | | |
| Assistant Professor | | 1 | 1 | | 1 | 1 | | 1 | 1 | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 6 | 2 | 8 | 5 | 2 | 7 | 5 | 1 | 6 | | 1 | 1 | | | | | | | 1 | | 1 |
| Continuing Staff | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Faculty | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Staff | 4 | 1 | 5 | 3 | 1 | 4 | 1 | 1 | 2 | | | | | | | 2 | | 2 | 1 | | 1 |
| Other Academic Appts. Total | 4 | 3 | 7 | 3 | 1 | 4 | 1 | 1 | 2 | | | | | | | 2 | | 2 | 1 | 2 | 3 |
| Administrative Professional | | 3 | 3 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | | 1 | 1 |
| Clerical Technical | | 9 | 9 | | 2 | 2 | | 2 | 2 | | | | | | | | | | | 7 | 7 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | | 12 | 12 | | 4 | 4 | | 3 | 3 | | 1 | 1 | | | | | | | | 8 | 8 |
| GRAND TOTAL | 10 | 17 | 27 | 8 | 7 | 15 | 6 | 5 | 11 | | 2 | 2 | | | | 2 | | 2 | 2 | 10 | 12 |

TABLE 26

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VETERINARY MEDICINE

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|----|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 39 | 1 | 40 | 5 | | 5 | 2 | | 2 | 3 | | 3 | | | | | | | 34 | 1 | 35 |
| Associate Professor | 32 | 4 | 36 | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | 30 | 4 | 34 |
| Assistant Professor | 10 | 8 | 18 | 1 | 2 | 3 | 1 | 2 | 3 | | | | | | | | | | 9 | 6 | 15 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 81 | 13 | 94 | 8 | 2 | 10 | 4 | 2 | 6 | 4 | | 4 | | | | | | | 73 | 11 | 84 |
| Continuing Staff | 2 | 2 | 4 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 2 | 1 | 3 |
| Temporary Faculty | 24 | 21 | 45 | 2 | 4 | 6 | 1 | 4 | 5 | | | | 1 | | 1 | | | | 22 | 17 | 39 |
| Temporary Staff | 23 | 11 | 34 | 11 | 7 | 18 | 3 | 1 | 4 | 7 | 5 | 12 | 1 | 1 | 2 | | | | 12 | 4 | 16 |
| Other Academic Appts. Total | 49 | 34 | 83 | 13 | 12 | 25 | 4 | 6 | 10 | 7 | 5 | 12 | 2 | 1 | 3 | | | | 36 | 22 | 58 |
| Administrative Professional | 21 | 54 | 75 | 1 | 4 | 5 | | 1 | 1 | 1 | 2 | 3 | | 1 | 1 | | | | 20 | 50 | 70 |
| Clerical Technical | 5 | 101 | 106 | | 5 | 5 | | | | | 3 | 3 | | 1 | 1 | | 1 | 1 | 5 | 96 | 101 |
| Labor | 9 | 7 | 16 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 9 | 6 | 15 |
| Support Staff Total | 35 | 162 | 197 | 1 | 10 | 11 | | 2 | 2 | 1 | 5 | 6 | | 2 | 2 | | 1 | 1 | 34 | 152 | 186 |
| GRAND TOTAL | 165 | 209 | 374 | 22 | 24 | 46 | 8 | 10 | 18 | 12 | 10 | 22 | 2 | 3 | 5 | | 1 | 1 | 143 | 185 | 328 |

TABLE 27

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR FINANCE,
OPERATIONS AND TREASURER

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|---|----|------------------------|---|---|----------|---|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Continuing Staff | 6 | 2 | 8 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 5 | 2 | 7 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 6 | 2 | 8 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 5 | 2 | 7 |
| Administrative Professional | 51 | 47 | 98 | 4 | 1 | 5 | 2 | | 2 | | | | 2 | 1 | 3 | | | | 47 | 46 | 93 |
| Clerical Technical | 10 | 53 | 63 | 3 | 9 | 12 | 2 | 3 | 5 | | 1 | 1 | 1 | 5 | 6 | | | | 7 | 44 | 51 |
| Labor | 81 | 21 | 102 | 6 | 2 | 8 | 1 | 2 | 3 | 1 | | 1 | 4 | | 4 | | | | 75 | 19 | 94 |
| Support Staff Total | 142 | 121 | 263 | 13 | 12 | 25 | 5 | 5 | 10 | 1 | 1 | 2 | 7 | 6 | 13 | | | | 129 | 109 | 238 |
| GRAND TOTAL | 149 | 123 | 272 | 14 | 12 | 26 | 6 | 5 | 11 | 1 | 1 | 2 | 7 | 6 | 13 | | | | 135 | 111 | 246 |

TABLE 28

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

FINANCIAL OPERATIONS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|--------------------------------|--------------------|-----|-----|---------------------|----|----|-------|---|----|---------------------------|---|---|----------|---|----|-----------------------------|---|---|----------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Administrative Professional | 34 | 46 | 80 | 1 | 4 | 5 | | 3 | 3 | | 1 | 1 | 1 | | 1 | | | | 33 | 42 | 75 |
| Clerical Technical | 11 | 127 | 138 | 2 | 13 | 15 | 1 | 3 | 4 | | 2 | 2 | 1 | 6 | 7 | | 2 | 2 | 9 | 114 | 123 |
| Labor | 37 | 8 | 45 | 5 | 1 | 6 | 3 | | 3 | | | | 2 | | 2 | | 1 | 1 | 32 | 7 | 39 |
| Support Staff Total | 82 | 181 | 263 | 8 | 18 | 26 | 4 | 6 | 10 | | 3 | 3 | 4 | 6 | 10 | | 3 | 3 | 74 | 163 | 237 |
| GRAND TOTAL | 85 | 181 | 266 | 8 | 18 | 26 | 4 | 6 | 10 | | 3 | 3 | 4 | 6 | 10 | | 3 | 3 | 77 | 163 | 240 |

TABLE 29

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

HOUSING AND FOOD SERVICES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|-----|-----|-------|----|-----|------------------------|---|----|----------|----|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | | 2 | | | | | | | | | | | | | | | | 2 | | 2 |
| Administrative Professional | 123 | 105 | 228 | 9 | 13 | 22 | 5 | 10 | 15 | 2 | 3 | 5 | 2 | | 2 | | | | 114 | 92 | 206 |
| Clerical Technical | 4 | 137 | 141 | | 12 | 12 | | 7 | 7 | | 1 | 1 | | 4 | 4 | | | | 4 | 125 | 129 |
| Labor | 204 | 253 | 457 | 41 | 86 | 127 | 24 | 54 | 78 | 4 | 5 | 9 | 12 | 26 | 38 | 1 | 1 | 2 | 163 | 167 | 330 |
| Support Staff Total | 331 | 495 | 826 | 50 | 111 | 161 | 29 | 71 | 100 | 6 | 9 | 15 | 14 | 30 | 44 | 1 | 1 | 2 | 281 | 384 | 665 |
| GRAND TOTAL | 333 | 495 | 828 | 50 | 111 | 161 | 29 | 71 | 100 | 6 | 9 | 15 | 14 | 30 | 44 | 1 | 1 | 2 | 283 | 384 | 667 |

TABLE 30

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

PHYSICAL PLANT

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|----|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 5 | | 5 | | | | | | | | | | | | | | | | 5 | | 5 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 5 | | 5 | | | | | | | | | | | | | | | | 5 | | 5 |
| Administrative Professional | 67 | 21 | 88 | 4 | 4 | 8 | 2 | 3 | 5 | 1 | | 1 | | 1 | 1 | 1 | | 1 | 63 | 17 | 80 |
| Clerical Technical | 1 | 19 | 20 | | 1 | 1 | | | | | | | | 1 | 1 | | | | 1 | 18 | 19 |
| Labor | 302 | 100 | 402 | 44 | 34 | 78 | 23 | 14 | 37 | 3 | | 3 | 14 | 20 | 34 | 4 | | 4 | 258 | 66 | 324 |
| Support Staff Total | 370 | 140 | 510 | 48 | 39 | 87 | 25 | 17 | 42 | 4 | | 4 | 14 | 22 | 36 | 5 | | 5 | 322 | 101 | 423 |
| GRAND TOTAL | 375 | 140 | 515 | 48 | 39 | 87 | 25 | 17 | 42 | 4 | | 4 | 14 | 22 | 36 | 5 | | 5 | 327 | 101 | 428 |

TABLE 31

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1991**

**VICE PROVOST FOR
HUMAN HEALTH PROGRAMS**

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Associate Professor | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 2 | 2 | 4 | | | | | | | | | | | | | | | | 2 | 2 | 4 |
| Continuing Staff | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Temporary Faculty | 4 | | 4 | | | | | | | | | | | | | | | | 4 | | 4 |
| Temporary Staff | 3 | 2 | 5 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 3 | 1 | 4 |
| Other Academic Appts. Total | 8 | 2 | 10 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 8 | 1 | 9 |
| Administrative Professional | 16 | 72 | 88 | 1 | 6 | 7 | 1 | 3 | 4 | | 3 | 3 | | | | | | | 15 | 66 | 81 |
| Clerical Technical | 2 | 97 | 99 | | 17 | 17 | | 10 | 10 | | 1 | 1 | | 4 | 4 | | 2 | 2 | 2 | 80 | 82 |
| Labor | | 2 | 2 | | 1 | 1 | | | | | | | | 1 | 1 | | | | | 1 | 1 |
| Support Staff Total | 18 | 171 | 189 | 1 | 24 | 25 | 1 | 13 | 14 | | 4 | 4 | | 5 | 5 | | 2 | 2 | 17 | 147 | 164 |
| GRAND TOTAL | 28 | 175 | 203 | 1 | 25 | 26 | 1 | 14 | 15 | | 4 | 4 | | 5 | 5 | | 2 | 2 | 27 | 150 | 177 |

TABLE 32

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

GENERAL COUNSEL

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ ALASKAN NAT | | | CAUCASIAN/ OTHERS | | |
|--------------------------------|--------------------|---|----|---------------------|---|---|-------|---|---|---------------------------|---|---|----------|---|---|-----------------------------|---|---|----------------------|---|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 2 | 2 | 4 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | 2 | 3 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | 2 | 4 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | 2 | 3 |
| Administrative Professional | 1 | 6 | 7 | | | | | | | | | | | | | | | | 1 | 6 | 7 |
| Clerical Technical | | | | | | | | | | | | | | | | | | | | | |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 1 | 6 | 7 | | | | | | | | | | | | | | | | 1 | 6 | 7 |
| GRAND TOTAL | 3 | 8 | 11 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 2 | 8 | 10 |

TABLE 33

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR RESEARCH
AND GRADUATE STUDIES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 7 | 1 | 8 | 2 | | 2 | 2 | | 2 | | | | | | | | | | 5 | 1 | 6 |
| Associate Professor | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 8 | 2 | 10 | 2 | | 2 | 2 | | 2 | | | | | | | | | | 6 | 2 | 8 |
| Continuing Staff | 3 | | 3 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 2 | | 2 |
| Temporary Faculty | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Temporary Staff | 1 | 5 | 6 | | 1 | 1 | | | | | | | | | | | 1 | 1 | 1 | 4 | 5 |
| Other Academic Appts. Total | 5 | 6 | 11 | 1 | 1 | 2 | | | | | | | 1 | | 1 | | 1 | 1 | 4 | 5 | 9 |
| Administrative Professional | 11 | 19 | 30 | | | | | | | | | | | | | | | | 11 | 19 | 30 |
| Clerical Technical | 4 | 15 | 19 | | | | | | | | | | | | | | | | 4 | 15 | 19 |
| Labor | 8 | 4 | 12 | 1 | 1 | 2 | | 1 | 1 | | | | 1 | | 1 | | | | 7 | 3 | 10 |
| Support Staff Total | 23 | 38 | 61 | 1 | 1 | 2 | | 1 | 1 | | | | 1 | | 1 | | | | 22 | 37 | 59 |
| GRAND TOTAL | 36 | 46 | 82 | 4 | 2 | 6 | 2 | 1 | 3 | | | | 2 | | 2 | | 1 | 1 | 32 | 44 | 76 |

TABLE 34

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR
STUDENT AFFAIRS AND SERVICES

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|----|----|------------------------|---|---|----------|---|----|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 4 | 1 | 5 | 1 | 1 | 2 | 1 | 1 | 2 | | | | | | | | | | 3 | | 3 |
| Associate Professor | 2 | | 2 | 1 | | 1 | | | | | | | 1 | | 1 | | | | 1 | | 1 |
| Assistant Professor | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 7 | 2 | 9 | 2 | 1 | 3 | 1 | 1 | 2 | | | | 1 | | 1 | | | | 5 | 1 | 6 |
| Continuing Staff | 2 | 2 | 4 | | | | | | | | | | | | | | | | 2 | 2 | 4 |
| Temporary Faculty | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Temporary Staff | 3 | 1 | 4 | 1 | | 1 | | | | | | | | | | 1 | | 1 | 2 | 1 | 3 |
| Other Academic Appts. Total | 5 | 4 | 9 | 1 | | 1 | | | | | | | | | | 1 | | 1 | 4 | 4 | 8 |
| Administrative Professional | 44 | 80 | 124 | 15 | 17 | 32 | 10 | 11 | 21 | 2 | 3 | 5 | 3 | 1 | 4 | | 2 | 2 | 29 | 63 | 92 |
| Clerical Technical | 2 | 70 | 72 | 1 | 15 | 16 | | 8 | 8 | | | | 1 | 7 | 8 | | | | 1 | 55 | 56 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 46 | 150 | 196 | 16 | 32 | 48 | 10 | 19 | 29 | 2 | 3 | 5 | 4 | 8 | 12 | | 2 | 2 | 30 | 118 | 148 |
| GRAND TOTAL | 58 | 156 | 214 | 19 | 33 | 52 | 11 | 20 | 31 | 2 | 3 | 5 | 5 | 8 | 13 | 1 | 2 | 3 | 39 | 123 | 162 |

TABLE 35

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR
UNIVERSITY DEVELOPMENT

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 2 | 4 | 6 | | | | | | | | | | | | | | | | 2 | 4 | 6 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | 4 | 6 | | | | | | | | | | | | | | | | 2 | 4 | 6 |
| Administrative Professional | 13 | 27 | 40 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 13 | 26 | 39 |
| Clerical Technical | 1 | 30 | 31 | | 6 | 6 | | 3 | 3 | | 2 | 2 | | 1 | 1 | | | | 1 | 24 | 25 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 14 | 57 | 71 | | 7 | 7 | | 4 | 4 | | 2 | 2 | | 1 | 1 | | | | 14 | 50 | 64 |
| GRAND TOTAL | 16 | 61 | 77 | | 7 | 7 | | 4 | 4 | | 2 | 2 | | 1 | 1 | | | | 16 | 54 | 70 |

TABLE 36

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR
UNIVERSITY RELATIONS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Administrative Professional | 9 | 14 | 23 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 9 | 13 | 22 |
| Clerical Technical | 1 | 7 | 8 | | 2 | 2 | | 1 | 1 | | | | | | | | 1 | 1 | 1 | 5 | 6 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 10 | 21 | 31 | | 3 | 3 | | 2 | 2 | | | | | | | | 1 | 1 | 10 | 18 | 28 |
| GRAND TOTAL | 11 | 21 | 32 | | 3 | 3 | | 2 | 2 | | | | | | | | 1 | 1 | 11 | 18 | 29 |

TABLE 37

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

MSU ALUMNI ASSOCIATION

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Continuing Staff | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | | 1 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | | | 1 | | 1 |
| Administrative Professional | 3 | 7 | 10 | 2 | 1 | 3 | | 1 | 1 | 2 | | 2 | | | | | | | 1 | 6 | 7 |
| Clerical Technical | | 9 | 9 | | | | | | | | | | | | | | | | | 9 | 9 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 3 | 16 | 19 | 2 | 1 | 3 | | 1 | 1 | 2 | | 2 | | | | | | | 1 | 15 | 16 |
| GRAND TOTAL | 6 | 16 | 22 | 3 | 1 | 4 | 1 | 1 | 2 | 2 | | 2 | | | | | | | 3 | 15 | 18 |

TABLE 38

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

OFFICE OF THE PRESIDENT

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Continuing Staff | 2 | 1 | 3 | | | | | | | | | | | | | | | | 2 | 1 | 3 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | 1 | 3 | | | | | | | | | | | | | | | | 2 | 1 | 3 |
| Administrative Professional | 1 | 10 | 11 | | 2 | 2 | | 1 | 1 | | | | | 1 | 1 | | | | 1 | 8 | 9 |
| Clerical Technical | | 1 | 1 | | | | | | | | | | | | | | | | | 1 | 1 |
| Labor | | 1 | 1 | | 1 | 1 | | | | | | | | 1 | 1 | | | | | | |
| Support Staff Total | 1 | 12 | 13 | | 3 | 3 | | 1 | 1 | | | | | 2 | 2 | | | | 1 | 9 | 10 |
| GRAND TOTAL | 3 | 14 | 17 | | 3 | 3 | | 1 | 1 | | | | | 2 | 2 | | | | 3 | 11 | 14 |

TABLE 39

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PRESIDENT FOR
GOVERNMENTAL AFFAIRS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|------------------------------------|-----------------|---|---|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|---|---|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | 2 | 1 | 3 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 2 | | 2 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | 2 | 1 | 3 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 2 | | 2 |
| Administrative Professional | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Clerical Technical | | | | | | | | | | | | | | | | | | | | | |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| GRAND TOTAL | 2 | 3 | 5 | | 1 | 1 | | 1 | 1 | | | | | | | | | | 2 | 2 | 4 |

TABLE 40

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

VICE PROVOST FOR
COMPUTING AND TECHNOLOGY

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|-----|-----|------------------|----|----|-------|---|----|------------------------|---|----|----------|---|---|-------------------------|---|---|------------------|-----|-----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Associate Professor | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Assistant Professor | 1 | | 1 | | | | | | | | | | | | | | | | 1 | | 1 |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | 5 | | 5 | | | | | | | | | | | | | | | | 5 | | 5 |
| Continuing Staff | 3 | 1 | 4 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 2 | 1 | 3 |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | 3 | 1 | 4 | | | | | | | | | | | | | | | | 3 | 1 | 4 |
| Other Academic Appts. Total | 6 | 2 | 8 | 1 | | 1 | | | | 1 | | 1 | | | | | | | 5 | 2 | 7 |
| Administrative Professional | 137 | 86 | 223 | 10 | 5 | 15 | 5 | 2 | 7 | 4 | 2 | 6 | 1 | 1 | 2 | | | | 127 | 81 | 208 |
| Clerical Technical | 62 | 64 | 126 | 12 | 13 | 25 | 7 | 6 | 13 | 2 | 3 | 5 | 1 | 4 | 5 | 2 | | 2 | 50 | 51 | 101 |
| Labor | | 2 | 2 | | | | | | | | | | | | | | | | | 2 | 2 |
| Support Staff Total | 199 | 152 | 351 | 22 | 18 | 40 | 12 | 8 | 20 | 6 | 5 | 11 | 2 | 5 | 7 | 2 | | 2 | 177 | 134 | 311 |
| GRAND TOTAL | 210 | 154 | 364 | 23 | 18 | 41 | 12 | 8 | 20 | 7 | 5 | 12 | 2 | 5 | 7 | 2 | | 2 | 187 | 136 | 323 |

TABLE 41

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

GENERAL UNIVERSITY ITEMS

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|----|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|----|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | | | | | | | | | | | | | | | | | | | | | |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | | | | | | | | | | | | | | | | | | | | | |
| Administrative Professional | 1 | 9 | 10 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | 1 | 7 | 8 |
| Clerical Technical | | 4 | 4 | | | | | | | | | | | | | | | | | 4 | 4 |
| Labor | | | | | | | | | | | | | | | | | | | | | |
| Support Staff Total | 1 | 13 | 14 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | 1 | 11 | 12 |
| GRAND TOTAL | 1 | 13 | 14 | | 2 | 2 | | 1 | 1 | | 1 | 1 | | | | | | | 1 | 11 | 12 |

TABLE 42

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1991

OTHER

| EMPLOYEE CATEGORIES | TOTAL EMPLOYEES | | | TOTAL MINORITIES | | | BLACK | | | ASIAN/PACIFIC ISLANDER | | | HISPANIC | | | AMER INDIAN/ALASKAN NAT | | | CAUCASIAN/OTHERS | | |
|-----------------------------|-----------------|---|----|------------------|---|---|-------|---|---|------------------------|---|---|----------|---|---|-------------------------|---|---|------------------|---|----|
| | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T | M | W | T |
| Professor | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | |
| Tenure System Total | | | | | | | | | | | | | | | | | | | | | |
| Continuing Staff | | | | | | | | | | | | | | | | | | | | | |
| Temporary Faculty | | | | | | | | | | | | | | | | | | | | | |
| Temporary Staff | | | | | | | | | | | | | | | | | | | | | |
| Other Academic Appts. Total | | | | | | | | | | | | | | | | | | | | | |
| Administrative Professional | 5 | 2 | 7 | | | | | | | | | | | | | | | | 5 | 2 | 7 |
| Clerical Technical | 1 | 1 | 2 | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| Labor | 3 | | 3 | | | | | | | | | | | | | | | | 3 | | 3 |
| Support Staff Total | 9 | 3 | 12 | | | | | | | | | | | | | | | | 9 | 3 | 12 |
| GRAND TOTAL | 9 | 3 | 12 | | | | | | | | | | | | | | | | 9 | 3 | 12 |